

Francophone Immigration

Construction

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Francophone Immigration

Recruiting Francophone and Bilingual Talents – potential in **Southern Europe**

IRCC Paris

Liaison Tour – October 2024

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Region's Presentation

Construction trades sector

IRCC Paris

- **Countries covered:**
Andorra, Belgium, France, Luxembourg, Portugal, Spain, Switzerland
- **Construction and Public Works:**
A growing sector with a labour shortage



Table of Trades

Construction sector

Country	Construction Jobs	Education	Language Level	Skill Required	Relevant information from PES or Ministry of Employment
France, Belgium, Switzerland, Luxembourg	Bricklayer/Mason	Professional high school diploma	French	Dexterity, stamina and strength, measurement and calculation, tool proficiency	
France, Belgium, Switzerland, Luxembourg	Carpenter	Professional high school diploma or 1- or 2-year post-secondary diploma	French	Dexterity, stamina and strength, measurement and calculation, tool proficiency, project management	
France, Belgium, Switzerland, Luxembourg	Heavy Equipment Operator	Professional high school diploma or 1-year post-secondary diploma	French	Math ability, hand-eye coordination, strength, safety knowledge, time management, communication	
France, Belgium, Switzerland, Luxembourg	Residential and Commercial Electrician	Professional high school diploma or 1-year post-secondary diploma	French	Dexterity, measurement and calculation, tool proficiency, safety knowledge, customer service	
France, Belgium, Switzerland, Luxembourg	Geometrician/Surveyor	Professional high school diploma or 1 to 5 years post-secondary diploma	French/English	Math ability, analytical skills, critical thinking, communication	

Table of Trades

Construction sector

Country	Construction Jobs	Education	Language Level	Skill Required	Relevant information from PES or Ministry of Employment
France, Belgium, Switzerland, Luxembourg	Cabinetmaker	Professional high school diploma or 2-year post-secondary diploma	French	Dexterity, stamina and strength, measurement and calculation, tool proficiency, attention to detail, creativity, problem-solving, communication	
France, Belgium, Switzerland, Luxembourg	Painter	Professional high school diploma or 1-year post-secondary diploma	French	Technical and tool proficiency, attention to detail, stamina, time management, safety knowledge	
France, Belgium, Switzerland, Luxembourg	Plumber	Professional high school diploma	French	Dexterity, stamina and strength, measurement and calculation, tool proficiency, attention to detail, problem-solving, communication	
France, Belgium, Switzerland, Luxembourg	HVAC Technician	Professional high school diploma or 1 to 3 years post-secondary diploma		Dexterity, stamina and strength, measurement and calculation, tool proficiency, problem-solving, communication	

For employers to remember

1. Chosen careers and specialized training

- Specialized secondary and post-secondary programs
- Apprenticeship and cooperative education

2. Support for recruitment, free of charge

- **Destination Canada Mobility Forum**

- Paris (France) February 14-15, Douala (Cameroon) February 18-20, online March 3-5, 2025

- **Public employment services**

- France Travail, Actiris International (Belgium – Brussels-Capital), Forem (Belgium – Wallonia)

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Recruiting Francophone and Bilingual Talents
– potential in the **Maghreb**

IRCC Algiers, Rabat and Tunis

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Region's Presentation

Construction trades sector

- The construction and public works sector in **Morocco** represents a significant part of the national economy:
 - In 2021, the annual turnover was approximately 59.7 billion dirhams (MMDH), equivalent to 7.7 billion CAD (MMCAD).
 - The construction and public works sector represented for 6% of the national GDP in 2021.
 - The construction and public works sector employed nearly 1.207 million people in 2021.
 - The construction and public works sector is dominated by companies specializing in foundations, frameworks, walls, roofing, stairs, roadways, and sanitation.
- Public investment in the construction and public works sector increased by 56% in 2024 compared to 2023. Morocco has planned 64 billion dirhams, equivalent to 8 billion CAD (MMCAD), investment in the construction and public works sector to upgrade sports and infrastructure in preparation for hosting the World Cup in 2030.
- The Ministry of Equipment and Water currently has four (04) Institutes for Training Specialized Technicians in Public Works (ISTP) in the cities of Oujda and Marrakech.

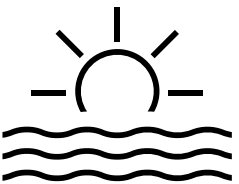


Table of Trades

Construction sector

Pays	Emplois en construction (max 5 emplois)	Éducation	Niveau linguistique	Habilité requise	Info pertinente avec les SPE ou ministère de l'Emploi
Morocco	Technician of building drafting	High school certificate +2	French		
Morocco	Aluminum carpentry technician	Secondary	French		
Morocco	Computer-Aided Design Operator	High school certificate +2	French		
Morocco	Decorator and painting technician	High school certificate +2	French		
Morocco	Topographic surveyor	High school certificate +2	French		



For employers to remember

Why is Morocco a promising pool candidate?

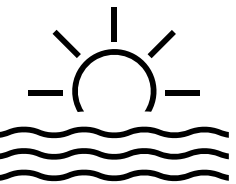
- **Population Structure (2024):**
 - 16% of the population is aged between 15 and 24 years.
 - 46.3% of the population is aged between 25 and 59 years.
- **Active Population Structure (2022):**
 - 11% of the active population is aged between 15 and 24 years.
 - 53.4% of the active population is aged between 25 and 59 years.
- **A Trilingual Population:** According to the British Council report of 2021, 30% of Moroccans are Anglophone and 34% are Francophone.
- **Quality Education (2022-2023):**
 - 155 universities and public higher education institutions
 - 1,095,668 students in public universities.
- **National Employment Structure (2022):**
 - Services: 47.4%
 - Agriculture and Fishing: 29.3%
 - Industry: 12%
 - Construction and Public Works: 11.2%



Region's Presentation

Construction trades sector

- The construction sector is a crucial pillar of the **Algerian** economy and plays a significant role in the country's development:
 - The construction and public works sector accounts for **10% of the country's GDP (2023)**.
 - It is a major source of employment in Algeria, employing approximately **1.5 million people**.
 - **Between 2020 and 2024, 1.5 million** housing units were constructed. –
 - Algeria has recently invested heavily in large-scale public works projects, including housing programs, the construction of highways such as the East-West Highway, and urban infrastructure in major cities.
- The sector is dominated by several large Algerian companies, including Cosider and the Benhamadi Group and many others.. It has also attracted international partnerships, notably from Turkish and Chinese companies, which are involved in several major projects in Algeria.
- A wide range of training courses are available, from vocational training offered by building trade training centres (masons, electricians, plumbers) to university courses offered by several Algerian universities, which train engineers in civil engineering, architecture and construction management.



For employers to remember

Why Algeria is a promising basin ?

- **Population :**
 - Young, dynamic.
 - Average age: **28 years** (2024).
 - The Algerian workforce is large, willing to work abroad, and highly flexible regarding relocation.
- **Languages:**
 - According to UNESCO, Algeria is the third largest Francophone country in the world after France and the DRC, with nearly **15 million** people speaking French « 40% of the population ».
 - English usage is on the rise.
- **Education :**
 - **112 universities**, specialized higher education schools, and university centers across the country.
 - **10,501,941 students** enrolled (2023-2024).



Region's Presentation

Construction trades sector

- **CONSTRUCTION IN TUNISIA: A PILLAR OF ECONOMIC GROWTH**

The construction and public works sector in Tunisia represents approximately 7% of GDP, with an average annual turnover equivalent to 2 212 million Canadian dollars. The construction sector ranks fourth among the various economic sectors.

- **A QUALIFIED WORKFORCE: 520 000 PROFESSIONALS SERVING THE INDUSTRY**

According to the National Institute of Statistics (INS), the construction sector offers over 520 000 jobs. This includes various specialized trades such as masonry, carpentry, electrical work, plumbing, and welding, as well as qualified positions in civil engineering, architecture, urban planning, and project management.

- **A GROWING DEMAND FOR WORKERS**

The Tunisian workforce is attractive to neighboring countries. This includes Italy who is committed to recruiting 2 000 construction workers to address their labor shortage.

- **SPECIALIZED TRAINING:**

There are approximately 25 schools offering specialized training programs in civil engineering, construction, public works, welding, carpentry, plumbing, electrical work, refrigeration, and painting. The Tunisian Agency for Professional Training (AFPT) is our partner in assessing the technical skills of candidates during recruitment missions.

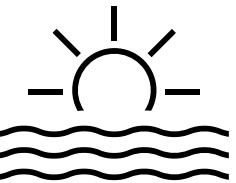


Table of Trades

Construction sector

Country	Employment in Construction	Education	Language Level	Skills required	Info pertaining to SPE
Tunisia	Welder	Certificate of Professional Competence (CAP) Professional Technician Certificate (BTP) Advanced Technician Certificate (BTS)	French		Assessment of the technical skills of candidates is a feasible
Tunisia	HVAC Technician	Certificate of Professional Competence (CAP) Professional Technician Certificate (BTP) Advanced Technician Certificate (BTS)	French		Assessment of the technical skills of candidates is a feasible
Tunisia	Plumber	Certificate of Professional Competence (CAP) Professional Technician Certificate (BTP) Advanced Technician Certificate (BTS)	French		Assessment of the technical skills of candidates is a feasible
Tunisia	Residential and commercial electrician	Certificate of Professional Competence (CAP) Professional Technician Certificate (BTP) Advanced Technician Certificate (BTS)	French		Assessment of the technical skills of candidates is a feasible
Tunisia	Carpenter	Certificate of Professional Competence (CAP) Professional Technician Certificate (BTP) Advanced Technician Certificate (BTS)	French		Assessment of the technical skills of candidates is a feasible

Francophone Immigration

Recruiting French-speaking and bilingual talents
- potential in **Sub-Saharan Africa**

IRCC Yaoundé & IRCC Dakar
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Region's Presentation

Construction trades sector

Note:

Construction professionals in Francophone and Francophile Africa have a wide range of skills, from project management to site supervision, but also a fine niche of craftsmen from various sectors of the industry, accustomed to working under pressure, in varying conditions.

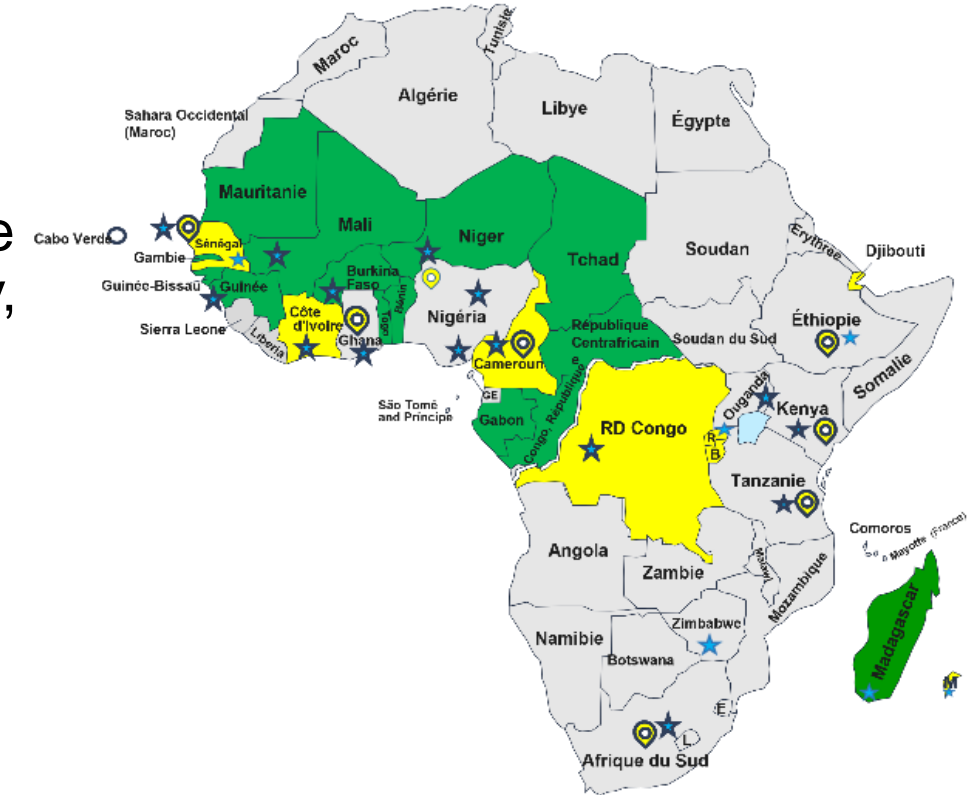


Table of Trades

Construction sector

Country	Construction Jobs	Education	Language level	Skill required	Relevant information from National Employment Fund (NEF) Assistance available to employers in recruiting and selecting candidates
Cameroon	Civil engineer	Master's degree in civil engineering	French / English	Knowledge of safety rules and regulations - budget management - team supervision - work monitoring - challenge analysis - working under pressure	Profile available
	Mason	CAP/BTP in bricklaying	French / English	Technical knowledge-reading technical plans-assessing space-rigorous- good physical condition-erecting scaffolding	Profile available
	Electrician	CAP/BEP /BT electricity, electrotechnics	French / English	Mastery of electrical safety standards and regulations-technical knowledge-vigilance-caution	Profile available
	Painter	CAP building painting	French / English	Knowledge of safety rules and instructions - Scaffolding assembly - good listening skills - mastery of paint, varnish and other coating application techniques - speed - good physical condition	Profile available
	Carpenter	CAP/BT/BTS woodworking	French / English	Knowledge of safety standards-spatial awareness-calculating skills-team spirit-speed-working at heights-time management-reading sketches and plans	Profile available

Table of Trades

Construction sector

Country	Construction Jobs	Education	Language level	Skill required	Relevant information from Agence Congolaise Pour l'Emploi Assistance available to employers in recruiting and selecting candidates.
Congo	Mason/ form worker	High school diploma +3 buildings and public work	French	Knowledge of safety rules and regulations - Scaffolding erection - Reading blueprints, precise tracing and marking - Good physical condition - Teamwork and interpersonal skills	<p>All these profiles can receive qualifications training at CEFA (Centre d'Éducation, de Formation et d'Apprentissage).</p> <p>There is versatility in these professions, with on-the-job training.</p>
	Site supervisor	Master's degree in civil engineering	French	Technical knowledge - Ingenuity and practical intelligence - rigorous - organization - sense of responsibility and interpersonal skills - personnel management - good physical condition	
	Electrician	CAP/BEP /BT electricity, electrotechnics	French	Mastery of safety standards and regulations- knowledge of electrical panels-vigilance- mobility-minutia	
	Painter	CAP building and public work	French	Knowledge of safety rules and regulations - Scaffolding assembly - good listening skills - speed - good physical condition	
	carpenter	CAP building and public work	French	Knowledge of safety standards-spatial awareness-calculating skills-team spirit-quickness-working at heights	

Table of Trades

Construction sector

Country	Construction Jobs	Education	Language level	Skill required	Relevant information from Agence Emploi Jeunes (AEJ) Assistance available to employers in recruiting and selecting candidates
Ivory Coast	Mason	Secondary	French	Precision, rigour, strength	All profiles are available
	Mason's assistant	N/A	French	N/A	
	Form worker	Secondary	French	Precision, rigour, strength	
	Civil engineering technician	Secondary / Higher	French	Precision, rigour, strength	
	Works supervisor	Secondary / Higher	French	Precision, rigour, strength	

Table of Trades

Construction sector

Country	Construction Jobs	Education	Language level	Skill required	Relevant information from the PES / Agence Nationale pour la Promotion de l'Emploi des Jeunes (ANPEJ)
Senegal	Painter	CAP in building and civil engineering	French	Rigorous and meticulous, with a sense of aesthetics, good interpersonal skills, good physical abilities, a passion for manual work, detail-oriented, creative, able to adapt quickly to new requirements and locations.	Many of them have learned the profession on the field and are highly qualified. Practical tests are needed to verify their qualifications.
	Works supervisor and site manager	Minimum 3-year degree in civil engineering	French	A sense of responsibility, management skills, good interpersonal skills, good analytical skills, team spirit, adaptability, flexibility, dynamic, well-organized, proactive, commercially-minded.	
	Electrician	CAP in building and civil engineering	French	Autonomy, thoroughness, vigilance and organization; enjoy teamwork and frequent travel; know how to advise customers; thorough knowledge of the electrical field and current safety standards.	
	Form worker	CAP/Certificate of Professional Qualification in Construction/ BEP in Building and Public Works	French	Strength, good concentration, rigour, team spirit, solid manual skills, good physical condition, vigilant and respect for safety standards.	There is also a good proportion who have learned the profession on the field and who are highly qualified. Practical tests are needed to verify their qualifications.
	Mason	CAP in BTP	French	Accurate, be able to work in a team, be in good physical condition, able to move on scaffolding and work at heights.	Many of them have learned the profession on the field and are highly qualified. Practical tests are needed to verify their qualifications.

Table of Trades

Construction sector

Country	Construction Jobs	Education	Language level	Skill required	Relevant information from the ministry of labour, human resource development and training
Mauritius	plumber	national vocational certificate	French/English	Rigorous and meticulous, with a sense of aesthetics, good interpersonal skills, good physical abilities, a passion for manual work, detail-oriented, creative, able to adapt quickly to new requirements and locations.	
	Works supervisor and site manager	national vocational certificate, bachelor's degree or more	French/English	A sense of responsibility, management skills, good interpersonal skills, good analytical skills, team spirit, adaptability, flexibility, dynamic, well-organized, proactive, commercially-minded.	
	Electrician	national vocational certificate, bachelor's degree or more	French/English	Autonomy, thoroughness, vigilance and organization; enjoy teamwork and frequent travel; know how to advise customers; thorough knowledge of the electrical field and current safety standards.	
	Form worker	national vocational certificate	French/English	Strength, good concentration, rigour, team spirit, solid manual skills, good physical condition, vigilant and respect for safety standards.	There's also a good proportion who have learned the trade on the job and are highly qualified. Practical tests are needed to verify their qualifications.
	Mason	national vocational certificate	French/English	Accurate, be able to work in a team, be in good physical condition, able to move on scaffolding and work at heights.	Many of them have learned the profession on the field and are highly qualified. Practical tests are needed to verify their qualifications.

* No medical examination required for nationals

Table of Trades

Construction sector

Country	Construction Jobs	Education	Language level	Skill required	Relevant information with the Agence Nationale de l'Emploi et de l'Insertion Professionnelle Assistance available to employers in recruiting and selecting candidates
Djibouti	Plumber	Certificate of professional competence (2 years)	French/English	Rigorous and meticulous, with a sense of aesthetics, good interpersonal skills, good physical abilities, a passion for manual work, detail-oriented, creative, able to adapt quickly to new requirements and locations.	The training is in French only, and the diplomas are recognized by France.
	Works supervisor and site manager	Bac+2, which is the Advanced Technician's Certificate "Work-Supervisor" diploma.	French/English	A sense of responsibility, management skills, good interpersonal skills, good analytical skills, team spirit, adaptability, flexibility, dynamic, well organized, proactive, commercially minded.	The Building or Construction sector is covered by the "Construction and Rehabilitation" course, which is a 3-year vocational baccalaureate. There is also a Bac+2 course, the Advanced Technician's Certificate "Work-Supervisor" diploma. The training is in French only, and the diplomas are recognized by France.
	Electrician	Professional Bachelor "Electrical engineering" (2 years)	French/English	Autonomy, thoroughness, vigilance and organization; enjoy teamwork and frequent travel; know how to advise customers; thorough knowledge of the electrical field and current safety standards.	The training is in French only, and the diplomas are recognized by France.
	Form worker	Professional Baccalaureate (3 years)	French/English	Strength, good concentration, rigour, team spirit, solid manual skills, good physical condition, vigilant and respect for safety standards.	The training is in French only, and the diplomas are recognized by France.
	Mason	Professional Baccalaureate (3 years)	French/English	Accurate, be able to work in a team, be in good physical condition, able to move on scaffolding and work at heights.	The training is in French only, and the diplomas are recognized by France.

For employers to remember

1. Francophone and Francophile Africa has an abundance of craftsmen in the construction industry, and their profiles show a certain versatility, as the workers end up doing several tasks in addition to their initial function.
2. Many of these workers are trained on the job by experienced craftsmen rather than in professional centres. They do, however, have good know-how.



Francophone Immigration

Recruiting Francophone and bilingual talents
- potential in the **Middle East**

IRCC Beirut, Cairo & Abu Dhabi

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Lebanon



Economic Contribution

Cornerstone of Lebanon's economy.
Contributes to residential and commercial real estate.

Employment Source

Primary income source for some Lebanese and Syrians.
Continues to play this role despite economic challenges.

Impact of Economic Crisis

Reduced new project opportunities.

Workforce Composition

The largest number of workers are general laborers, mostly of foreign origin.
It attracts foreign laborers: Syrian, Palestinian, Egyptian, and some Asian workers.
Lebanese citizens prefer architecture, engineering, administrative, and management jobs.

Sector Challenges

Many workers employed in unregistered or informal capacities.

Common trades: plumbing, carpentry, electrical work.

Professional Expertise

Lebanese professionals offer valuable expertise in managerial, technical, and specialized roles.

Gender and Youth Participation

Low participation of women, mostly in administrative jobs.
Moderate youth participation, with decreasing interest.



Strengths and weaknesses of Construction Sector in Lebanon

Strengths:

- Many contractors and construction companies with significant experience and expertise.
- A large stream of highly skilled engineers and architects.

Weaknesses:

- Sector relies heavily on foreign workers, with fewer Lebanese involved.
- Mismatch between the prices of real estate and the population's purchasing power.
- Lack of funding for large infrastructure projects.
- The informal nature of employment in the sector and lack of protection of employees' rights.
- Absence of technical skills.



Education requirements, Language skills and Experience for Lebanon

- Most companies in the construction sector require hard laborers and/or administrative staff.
- Engineers and architects are oversupplied and unable to find jobs.
- Significant opportunities for TVET graduates due to the technical nature of many occupations.
- Worker Categories:

Highly Qualified Workers

- Managers, engineers, etc.
- Higher levels of education and language skills.

Less Qualified Workers

- Migrant workers or employees with lower education and language skills.
- Less paid.
- Potential recruitment pools within the EMPP component.
- Acquired skills through technical education or work experience (technicians, electricians, plumbers, carpenters, painters, etc.).



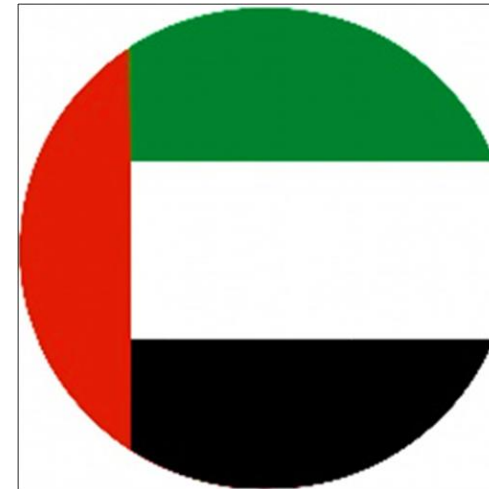
Egypt and UAE

In Egypt:

- A shortage of skilled trades in Europe and irregular migration from Egypt.
- Recruitment combined with trainings due to skills shortage.

In UAE:

- Engineering and construction are key drivers of the UAE economy.
- Target talent pool (engineers, project managers and surveyors).
- Low-skilled labour (not enough qualifications/credentials).



Francophone Immigration

Recruiting French-speaking and bilingual talents
- potential in **Latin America and the Caribbean**

IRCC Mexico

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Region's Presentation

Construction trades sector

Dominican Republic

- Francophile country with a high number of Haitian migrants.
- **383 000** – workers employed in the constructions sector.
- Popular sector for Haitian migrants.

Haiti

- Francophone population.



Table of Trades

Construction sector

Country	Jobs in construction	Education	Language level	Skills required	Relevant information from the SPE or the Ministry of Employment
Dominican Republic	Painter House painter Plumber Bricklayers Roofers and shingle installers	Secondary	French	Attention to detail	
Haiti	Bricklayers Roofers and shingle installers	Primary/Secondary	French	Attention to detail	