

Mobilité Francophone:

Hiring Foreign French-speaking or Bilingual Workers



Canadian employers who use Immigration, Refugees and Citizenship Canada (IRCC)'s Mobilité Francophone stream may not need to go through the [Labour Market Impact Assessment \(LMIA\)](#) process when hiring foreign French-speaking workers to fill managerial, professional, technical or skilled trades occupations and positions outside Quebec.

ADVANTAGES FOR EMPLOYERS

Thanks to Mobilité Francophone, it is now easier and simpler for you to hire qualified Francophone workers outside Quebec. You may also:

- save time and fees as you are typically not required to go through the LMIA process;
- serve clients in French and English; and
- tap into new markets or new international networks.

Mobilité Francophone work permits are normally issued for the duration of the employment contract and are renewable.

Proficiency in French may be tested as part of the work permit application process, but it does not necessarily mean that the worker is required to speak French at work once in Canada. You are not expected to offer a French-speaking or bilingual work environment.

To learn more about the advantages of Mobilité Francophone, we invite you to watch this [YouTube video](#).



RECRUITING FROM ABROAD

- The annual Destination [Destination Canada Mobility Forum](#) connects you with skilled French-speaking candidates in various fields.
- You can post positions even if you are unable to attend in person, and you can recruit through virtual job fairs throughout the year.
- Visit the [Destination Canada](#) website for information and to register.
- Write to PARISDESTINATIONCANADA@international.gc.ca to connect with public employment services in several countries which offer recruitment services free of charge.

OBTAINING A WORK PERMIT

Once you have identified a candidate you wish to hire who meets the language proficiency and other [eligibility requirements](#), follow these steps:

- Submit an offer of employment in the [IRCC Employer Portal](#) using LMIA Exemption Code C16;
- Pay the Employer Compliance Fee of CDN \$230; and
- Give the offer of employment number and duly signed contract to your candidate and ask them to apply for their work permit.

If a visa or an eTA is required, it will automatically be issued if the work permit is approved.



You can [request an opinion](#) from IRCC's [International Mobility Workers Unit](#) to find out if an LMIA or work permit exemption applies to your situation. The temporary foreign worker must be

- located outside Canada; and
- from a [country whose nationals are visa-exempt](#).

If you are offering an employment contract for six months or more, the worker's spouse or common-law partner may also apply for an [open work permit](#). Their dependent children can also apply for study permits.

APPLYING FOR PERMANENT RESIDENCE

IRCC's [Express Entry](#) provides a pathway to permanent residence for skilled workers in Canada and overseas. Eligible candidates are placed in the Express Entry pool and given a score based on their skills and experience. Top-ranking candidates are invited to submit an application for permanent residence. French-speaking and bilingual candidates are awarded bonus points for language. This increases their likelihood of being invited to apply for permanent residence.

As an employer, you can support employees with their Permanent Residence application with Mobilité Francophone work permits by making them a job offer exempt from the LMIA requirement. The [job offer](#) is valid for additional points in Express Entry.



BUILDING A LIFE IN FRENCH IN CANADA

Your francophone employees and their families can take advantage of support available within the francophone community, including the [Francophone Immigration Networks](#) and le [Réseau de développement économique et d'employabilité](#) (RDÉE Canada, available in French only).

For more information

Visit www.canada.ca/francoimmigration

Contact an [outreach officer](#) by email: IRCC.DNEngagement@cic.gc.ca.

Note: The IRCC's Outreach Officers cannot assist with specific applications