

**REMINDER:** Policies and programs can change.  
Please consult [www.canada.ca/immigration](https://www.canada.ca/immigration)  
for accurate, up-to-date information.

# Canada's Immigration Advantage

## Canada's Immigration Advantage

Jennifer Woo & Brendon Rafferty  
Tourism HR Canada Labour Market  
Forum  
September 26, 2022



Immigration, Refugees  
and Citizenship Canada

Immigration, Réfugiés  
et Citoyenneté Canada

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

Canada



# Francophone Promotion - IRCC International Network

**A dedicated team in Paris**  
Francophone Promotion



100+ activities each year



40 webinars



60 fairs and information sessions



Participants from around the world



170K subscribers to the Destination Canada newsletter



89,5K followers and 81,3K Likes @DestCan



20,9K followers @DestCan



A flagship event

# DESTINATION Canada FORUM MOBILITÉ



- 18<sup>th</sup> edition in Paris (France) November 17 to 19, in Rabat (Morocco) November 22 and 23, and online November 28 to 30, 2022
- Registration open September 19 to October 16, 2022
- [destinationcanada2022.vfairs.com](https://destinationcanada2022.vfairs.com)



# Dedicated virtual job fairs

## Sector-specific, online job fairs

- IT – January 2023
- Hospitality-culinary-tourism – March 2023

With support from ICTC and Tourism HR





# Other recruitment opportunities

## Public employment services (PES)

Year-round



AMSEP WAPES AMSPE

World Association of Public Employment Services  
Association Mondiale des Services d'Emploi Publics  
Asociación Mundial de los Servicios Públicos de Empleo

- Free services for employers and candidates
- Complete the Vacancy Taking form
- Send it to [IRCC.DNEngagement-SensibilisationRN.IRCC@cic.gc.ca](mailto:IRCC.DNEngagement-SensibilisationRN.IRCC@cic.gc.ca)
- Jobs posted on PES websites
- Preselection of candidates in some cases
- Possibility of testing
- In return: your feedback on the candidates and hires





# Facilitated work permits

## Labour Market Impact Assessment – LMIA - exempt

Facilitate hiring French-speaking and  
bilingual workers

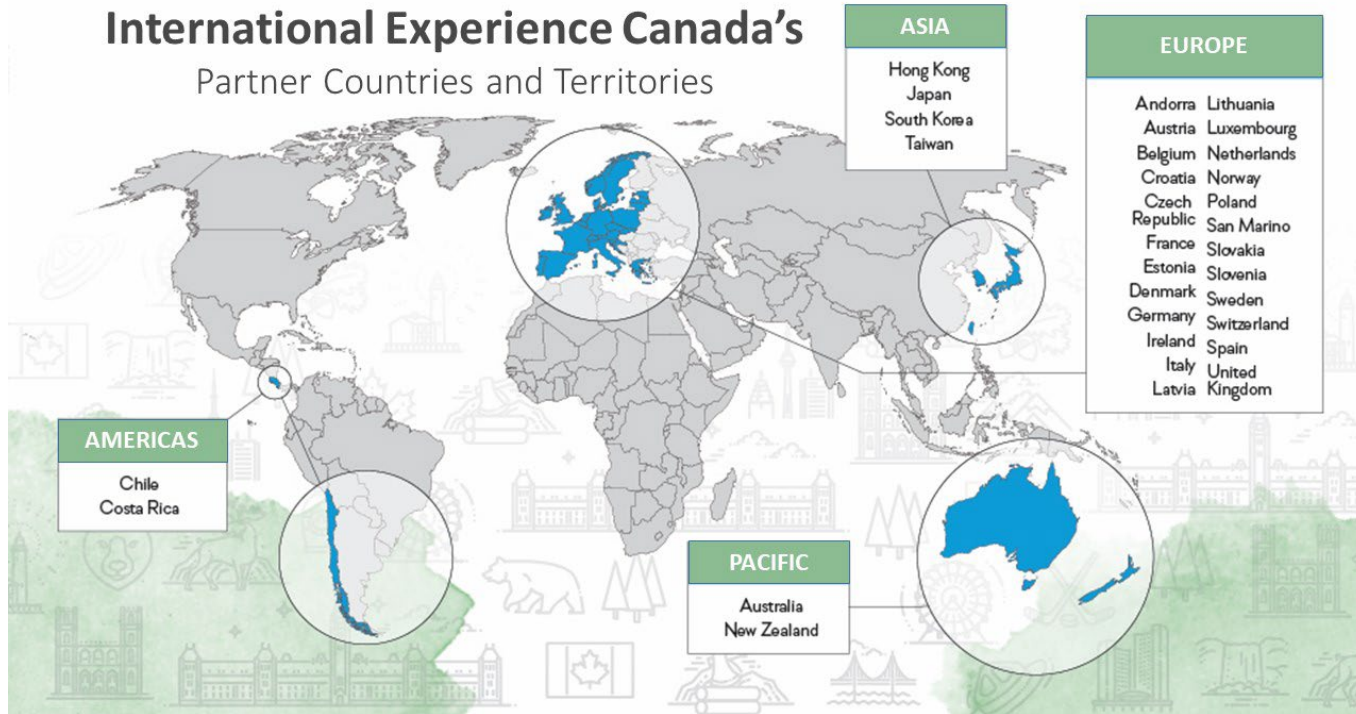
- International Experience Canada
- Mobilité francophone stream





# International Experience Canada

## International Experience Canada's Partner Countries and Territories





# IEC – Francophone countries

## France – 18-35 years of age

- Working Holiday – 10 950 spots
- Young Professionals – 3 550 spots
- International Co-op (Internship) – 2500 spots

## Belgium – 18-30 years of age

- Working Holiday – 1 250 spots

## Switzerland – 18-35 years of age

- Young Professionals – 200 spots
- International Co-op (Internship) – 50 spots

## Luxembourg – 18-30 years of age

- Working Holiday – 80 spots
- Young Professionals – 10 spots
- International Co-op (Internship) – 10 spots

## Andorra – 18-30 years of age

- Working Holiday – 25 spots

**EXPÉRIENCE INTERNATIONALE CANADA**  
**INTERNATIONAL EXPERIENCE CANADA**







# Mobilité francophone

## LMIA-exempt stream

Exemption code C16

- Job offer
  - ✓ Qualified position (NOC 0, A, B)
  - ✓ Outside Québec
  - ✓ Language of work can be English
- Candidates
  - ✓ French language of habitual use
  - ✓ No age or nationality criteria



# Work permits: Two programs

Temporary  
Foreign Worker  
Program

International  
Mobility Program



Immigration, Refugees  
and Citizenship Canada

Immigration, Réfugiés  
et Citoyenneté Canada

Canada

# Temporary Foreign Worker Program

## Labour Market Impact Assessment (LMIA) **REQUIRED**



### Cost:



# International Mobility Program

## Labour Market Impact Assessment (LMIA) **EXEMPT**

**Step 1 - Employer:**  
Determine LMIA exemption

**Step 2 - Employer:**  
Create Offer of Employment in  
Employer Portal (IRCC)

**Step 3 - Worker:**  
Apply online (IRCC) or on  
arrival (CBSA) for work permit

### Cost:



# Examples of LMA 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



# Mobilité Francophone LMIA Exemption

## Employer Benefits

- Exemption from LMIA process, which saves time & fees
- Support from IRCC to find candidates abroad
- Serve clients in both official languages
- Tap into new markets & international networks
- Settlement support & pathway to permanent residence

## Worker Eligibility

- Language of daily use is French\*  
*\*language of workplace can be English*
- Job offered is skilled (NOC 0, A, B)



# Hiring bilingual or francophone candidates

## Advantages for employers

- Government support to connect with candidates abroad
- LMIA-exempt, renewable work permit saves time & fees
- Support with settlement and integration, onboarding and retention from the francophone community
- A fast pathway to permanent residence encourages retention



## Programs and Resources

- Information about pools of talent abroad
- Hire through Destination Canada
- Mobility Forum & virtual job fairs
- Free screening & shortlisting by public employment agencies
- LMIA-exempt francophone
- Mobility work permits
- 2-week work permit processing under the Global Skills Strategy for high-skilled workers

[How to hire qualified French-speaking and bilingual candidates](#)

# Finding international talent



## **In Canada:**

- International Students
- Open Work Permit Holders
- Newcomers

## **Abroad:**

- Destination Canada Mobility Forum
- Public Employment Services

## **Express Entry Candidates:**

- Job Match Service on [www.JobBank.gc.ca](http://www.JobBank.gc.ca)



# Global Skills Strategy: Four Pillars

IRCC	Priority Processing	Work permits for highly skilled (NOC 0, A) talent are processed on a priority basis
	Short-Term Work Permit Exemptions	Highly skilled (NOC 0, A) talent can work in Canada for short periods with less administrative burden
	Dedicated Service Channel	Referred companies making significant investments in Canada can benefit from the expertise of a dedicated IRCC account manager
ESDC	Global Talent Stream	Employers can receive expedited LMIA's to hire highly specialized talent and fill in-demand occupations tracking benefits to the Canadian labour market

# Economic Immigration Programs



Federal Skilled Worker Program



Federal Skilled Trades Program



Canadian Experience Class



Provincial & Territorial Nominee Programs



Atlantic Immigration Pilot



Rural & Northern Immigration Pilot



Quebec-selected Skilled Workers



Start-up Visa



Self-employed



Agri-food Immigration Pilot



Home Child Care Provider Pilot



Home Support Worker Pilot

# Resources for Canadian Employers



## IRCC Outreach Officer Network

For help to navigate the immigration system to  
support your hiring needs

[IRCC.DNEngagement@cic.gc.ca](mailto:IRCC.DNEngagement@cic.gc.ca)



## IRCC Website

[Hire immigrants How to access global talent - Canada.ca](https://www.canada.ca/en/immigration-refugee-citizenship/services/employers/hiring-immigrants.html)



[Employer's Roadmap  
to hiring and retaining  
internationally trained workers](#)

# Additional Resources



## ESDC Employer Contact Centre

For support with using the Temporary Foreign Worker Program

[1-800-367-5693](tel:1-800-367-5693)



## International Mobility Workers Unit

help determining if you can use an International Mobility Program exemption

[IRCC.DNIMWU-UMITRN.IRCC@cic.gc.ca](mailto:IRCC.DNIMWU-UMITRN.IRCC@cic.gc.ca)



## Dedicated Service Channel

companies making significant investments in Canada that are referred by referral partners under the

**Global Skills Strategy**

# Contact IRCC Paris



- [parisdestinationcanada@international.gc.ca](mailto:parisdestinationcanada@international.gc.ca)

# Questions?

# Comments?

