

FRANCOPHONE MOBILITY GUIDE



WHAT IS THE FRANCOPHONE MOBILITY?

Francophone Mobility is an initiative of the Government of Canada which facilitates work permits for Francophone foreign nationals. Its aim is to encourage the growth of vibrant, French-speaking communities across Canada.

Francophone Mobility is a **Labour Market Impact Assessment (LMIA) exemption** which removes the obligation for employers to obtain the positive LMIA usually required to hire temporary foreign workers. The LMIA exemption code for Francophone Mobility is **C16**.

Employers are not expected to offer a French-speaking working environment to Francophone Mobility candidates.

Funded by:



Immigration, Refugees
and Citizenship Canada

Financé par :

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SDE
Colombie-Britannique

WHO IS ELIGIBLE FOR THE FRANCOPHONE MOBILITY?

- ✓ The candidate's habitual language of daily use is French
- ✓ The candidate is destined to work in a province or territory outside of Quebec
- ✓ Open to any nationality & no age limit, and for any kind of position except primary agriculture occupations

WHAT ARE THE ADVANTAGES?

FOR THE EMPLOYERS

- No Labour Market Impact Assessment required
- The offer of employment in Canada does not have to require French language abilities
- Employer-specific work permit
- Work permit valid for the duration of the offer of employment and is renewable

FOR THE CANDIDATES

- Common-law & spouse open work permit (for employment over 6 months)
- Authorization to study for accompanying dependent children (Primary and Secondary)
- Government-funded French-language Settlement Services
- A stepping stone for Permanent Residency

HOW LONG DOES IT TAKE?

As of September 2023, processing times for a work-permit demand revolve around **10 weeks** for French and Belgian applications. However, it may be accelerated for a demand related to a TEER category 0 or 1 from the Canada's National Occupational Classification.

For up-to-date information, visit : <https://www.canada.ca/en/immigration-refugees-citizenship/services/application/check-processing-times.html>

WHAT ARE THE COSTS?

- Employer Compliance Fee*: \$230 CAD
- Work Permit Processing Fee* : \$155 CAD (+ \$85 for biometrics if required)

*refunded if work permit application is refused or withdrawn

- 1 ENSURE THAT THE POSITION OFFERED IS ELIGIBLE**
- ▶ **French-speaking Temporary Foreign Worker (job doesn't need to require French)**
 - ▶ **Job Offer is Outside of Quebec**
 - ▶ **Part-time or full-time position, but for a minimum of 6 month-contract**

- 2 SIGN AN EMPLOYMENT CONTRACT WITH YOUR CANDIDATE**
- Ensure that the employment contract mentions ALL of the following elements even if it's to clarify that they are not paid for by the employer (ex. accommodation, plane ticket to Canada)**

- Job duties
- Terms of resignation / termination
- Hours of work
- Wages
- Accommodation arrangements
- Holiday and sick leave entitlements
- Transportation to Canada
- Medical insurance coverage
- Workplace safety insurance coverage
- Any recruitment fees

- 3 APPLY ONLINE FOR FRANCOPHONE MOBILITY THROUGH THE EMPLOYER PORTAL**

- A. Sign In/Create an Account on the Employer Portal**
- B. Click "Create a Job Offer"**
- C. Fill in the required information in all four modules**
- Job Details section: Under *LMIA exemption title*, select *Francophone mobility C16 exemption*
 - Under *Explanation of how the job meets the requirements of the exemption being requested*, mention that the candidate is French-speaking, settling outside of Quebec, and has been offered a job
- D. Pay the Employer Compliance Fee (\$230 CAD)**
- E. Return to the Homepage. Click on "Access Offer of Employment Queue".**
- Note the Offer of Employment Number
- F. Provide the Number to the Candidate who will then be able to apply for the Work Permit**

- 1** After you ensured the eligibility of your candidate to the program, you can contact us in order to get a free support on the next steps to be taken. You can also contact your IRCC Employer outreach officer

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➔ For more information, visit [Immigration, Refugees and Citizenship Canada website](https://www.canada.ca/en/immigration-refugees-citizenship/2016/06/immigration-refugees-and-citizenship-canada-website.html)

- 2** We organize one or more meetings with you and your candidate so that everyone understands their role and the documents they need to provide to IRCC

- 3** The application is ready to be sent. We stay in touch with your organization for any details concerning the process

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