

Francophone Mobility

A federal work permit stream for French-speaking workers taking a job outside Quebec.

What It Is

Francophone Mobility is a federal work permit category for French-speaking workers with a job offer outside Quebec. It uses a special exemption (known as “C16”) that lets the employer skip the Labour Market Impact Assessment (LMIA) process entirely. Hiring a French-speaking worker outside Quebec is considered a benefit to Canada on its own, so the usual LMIA step isn’t required.

Key Terms

C16 exemption	The exemption that removes the LMIA requirement for this pathway.
LMIA	Labour Market Impact Assessment. Usually required, but not for this pathway.
Employer-specific work permit	A work permit tied to one employer and one job.

Who It’s For

French-speaking workers with a job offer from an employer outside Quebec. The applicant must be able to demonstrate French-language ability. The job itself does not need to require French as part of its duties.

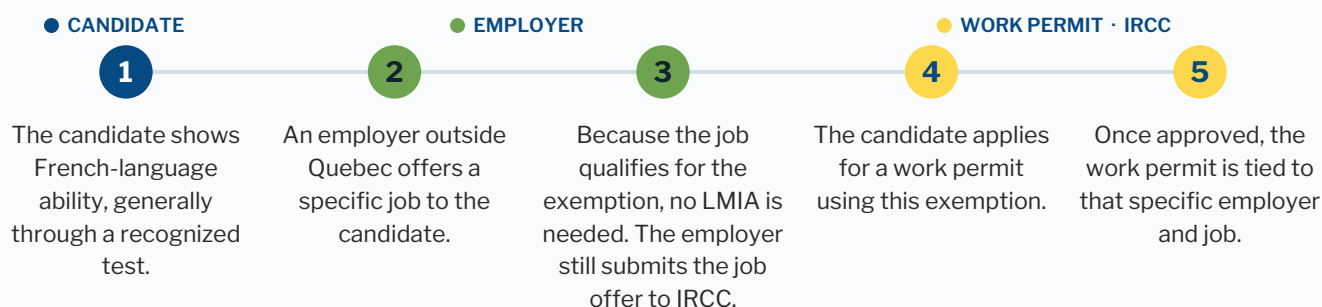
Job Offer Required?

Yes, from an employer outside Quebec, for a specific job. Like other employer-driven pathways, this route starts with a specific employer and a specific position.

What It Leads To

A temporary, employer-specific work permit. It is not, by itself, a path to permanent residence, though Canadian work experience gained this way can strengthen a later Express Entry or provincial nomination application.

How the Process Generally Works



Good to Know

Because there’s no LMIA requirement, this pathway can often move faster than standard employer-driven routes. A worker’s spouse or common-law partner may also qualify for their own open work permit, depending on the worker’s occupation and how much time remains on their permit. Express Entry also runs rounds of invitations that specifically favour French-speaking candidates, so this pathway can be a useful stepping stone for candidates aiming for permanent residence later.

IMPORTANT TO KNOW

Francophone Mobility eligibility, language requirements, and program details are set by the federal government and can change. This page describes the general shape of the pathway. It does not guarantee that any individual or employer will qualify. **Speak with a licensed immigration professional** to find out whether this pathway fits your specific situation.

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