



International recruitment, a solution for employers

The Garderie du petit cheval blanc in Whitehorse always has trouble recruiting staff. Not because the organization is a bad employer—on the contrary—but because it faces special challenges, including the fact that Whitehorse is a largely English-speaking city.

“We need to hire someone who speaks French really well. Also, this person needs to be qualified under the Yukon’s Childcare service standards and provide a course transcript,” says Jocelyne Isabelle, acting director of the Garderie. People from outside the Yukon don’t always have this information with them or they have lost it. It then takes forever to obtain, and the hiring is endlessly delayed.

Mobilité francophone program

An employee from the Association franco-yukonnaise (AFY) informed Isabelle of the existence of the Mobilité francophone program which helps Yukon employers find Francophone skilled labour. “I had heard about it from an educator who already had a work permit that we needed to renew.”

There are many French and Belgian people who study to become teachers and faced with the lack of jobs in the field in their countries, they want to come to Canada. “This program is really practical for them. They need to have their academic record analyzed beforehand to see if they meet Canadian standards.” The difficulty for the childcare employer is that applicants must satisfy two different sets of requirements: those of immigration and those of childcare services.

Clear benefits

To date, the Garderie du petit cheval blanc has hired two educators through the Mobilité francophone program. According to Jocelyne Isabelle, there are numerous benefits to hiring staff who are immigrants. “Immigrant staff I have hired are very motivated and dedicated. They want to do well. It also brings new blood to the organization. For us, at the daycare, the more different cultures we have, the better. That is how we renew ourselves and have new ideas. So, it’s very positive.”

Some hurdles to overcome

To get help with formalities, the acting director relied on the Canadian government’s immigration website, an employee from AFY, and a Vancouver-based resource person at Immigration Canada. “But often, this person needs to ask someone else and get back to me with the answer. Information is not always clear and staff at Immigration Canada do not all have the necessary training to answer our questions. This makes it relatively difficult,” adds Isabelle.

Recommendations to employers

Without any hesitation, Jocelyne Isabelle recommends Mobilité francophone to Yukon employers. “It is easier than the Labour Market Impact Assessment program (LMIA) which is costlier and more demanding. With Mobilité francophone, the employer only has to pay \$230 to open the file.”

“Also, if the applicant has already started the process with their country’s immigration service, it can go quickly. It may take one to three months before the new staff member is working,” she adds.

“Every program faces difficulties in its starting phase. Once it’s well established, it will be an exceptional program for employers. It will significantly help with international hiring.”