

Accessing Québec's Labour Market



Québec offers a dynamic, multilingual and rapidly evolving professional environment. For businesses looking to recruit or transfer staff in Québec, fully understanding the legal aspects of the Québec labour market is crucial, especially with regard to the recognition of professional qualifications and immigration.

Regulated Professions

In Québec, many professions are regulated by one of 46 professional orders, which are governed by the province's **Professional Code** (CQLR, c. C-26). Anyone wishing to practise a regulated profession in Québec must obtain legal authorization to do so, even if already licenced in another Canadian province.

The authorization process may include:

- › evaluating the person's academic and professional record;
- › successfully completing any exams or integration internships;
- › demonstrating sufficient knowledge of French for the issuance of the permit

Important

The Canadian Free Trade Agreement (CFTA) often facilitates the mutual recognition of professional qualifications between provinces, subject to certain conditions such as language requirements.

International Agreements for the Recognition of Professional Qualifications

Québec is bound by bilateral agreements, particularly with France, which facilitate the recognition of professional qualifications. The Québec-France **Mutual Recognition Arrangement (MRA)** covers more than 80 professions and trades and provides for expedited licensing.

Recruiting International Talent and Obtaining Work Permits

The hiring of foreign workers is governed by a legal framework shared between the federal and Québec governments. Access to the Québec labour market depends on several factors: the nature of the job, the length of stay, the candidate's nationality and the employer's profile.

Most foreign workers must obtain a work permit, which generally requires:

- › a Labour Market Impact Assessment (LMIA) issued by Service Canada
- › a Québec Acceptance Certificate (CAQ) issued by Québec's immigration authority, the *Ministère de l'Immigration, de la Francisation et de l'Intégration* (MIFI)

LMIA and CAQ exemptions apply to certain categories of workers, such as:

- › persons transferred within a multinational corporation
- › open work permit holders (e.g., working holidays, spouses)
- › professionals covered by a free trade agreement between Canada and their country of citizenship
- › candidates whose employment provides a significant economic or cultural benefit

Permanent Residency and Economic Immigration

Foreign nationals who want to settle permanently in Québec must obtain a **Québec Selection Certificate (QSC)** before applying for permanent residency through Immigration, Refugees and Citizenship Canada (IRCC). A QSC is issued through various programs, including:

- › the Skilled Worker Selection Program (*Programme de sélection des travailleurs qualifiés* or PRTQ)
- › business-related programs for self-employed workers, investors and entrepreneurs

All these programs require a minimum knowledge of French, which varies depending on the applicable stream, as well as compliance with specific eligibility criteria that differ from one program and stream to another.

Federal Immigration Rules

Since immigration is a shared jurisdiction between federal and provincial governments under the Canadian Constitution, Québec employers must also be aware of federal immigration rules. For more information, see our [resources on immigration](#).



▼ **Important**

Immigration rules can change quickly. For specific situations or the most current information, we recommend contacting a legal professional.

Contact



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