

Mobilité Francophone (C16) work permit checklist

Eligibility, proof of French, employer steps and your documents, checked against canada.ca.

Checked against official sources on October 6, 2026

Interactive version: nclcfrench.com/mobilite-francophone-checklist

QUICK ANSWER

To get a Mobilité Francophone (C16) work permit, you need a job offer in any TEER category (except primary agriculture in TEER 4 and 5) in a province or territory outside Quebec, and proof that your French speaking and listening are at NCLC 5 or higher. Your employer submits the offer in the Employer Portal under code C16 and pays the \$230 compliance fee. Check your scores with the [NCLC score converter](#).

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Mobilité Francophone eligibility: do you qualify?

These are IRCC's conditions for applications made on or after 15 June 2023. Tick each one before you or your employer spend any money.

You

- ☐ **Your French speaking and listening are at NCLC 5 or higher**

IRCC calls this an intermediate level. Reading and writing are not required for this permit.

- ☐ **You will live and work outside Quebec**

The job must be in one of the 9 provinces or 3 territories other than Quebec. Quebec has its own rules.

☐ **You meet the general work permit requirements**

For example: show you will leave Canada when your permit ends, have enough money for your stay and your return home, and be admissible.

The job

☐ **You have a job offer in any TEER category**

TEER is the skill level in Canada's National Occupational Classification (NOC). TEER 0 to 5 can all qualify.

☐ **The job is not primary agriculture in TEER 4 or 5**

That is the only occupational exclusion IRCC lists for this program.

☐ **The employer will use LMIA exemption code C16**

No Labour Market Impact Assessment (LMIA) is needed. The employer files the offer under C16 instead.

It is NCLC 5 in two skills, not CLB 7 in four

Many websites still quote the old rule. Before 15 June 2023, IRCC asked for NCLC 7 and limited jobs to TEER 0 to 3. Today it is **NCLC 5 in speaking and listening only**, in any TEER except primary agriculture in TEER 4 and 5. NCLC 7 in all four skills is a different target: it is what you need for French-category Express Entry draws and bonus CRS points (see [language requirements by program](#)).

How to prove French for Mobilité Francophone

IRCC accepts TEF or TCF speaking and listening results, a college or university's written confirmation of a program in French, or other documents showing education in French. If you use a test, these are the minimum scores for NCLC 5.

Skill	TCF Canada	TEF Canada (Équivalence ancien score)
Listening (NCLC 5)	369 / 699	181 / 360
Speaking (NCLC 5)	6 / 20	226 / 450

From IRCC's equivalency tables. On a TEF certificate, read the "Équivalence ancien score" column, not "Score / 699". Not sure of your level yet? Take the [free French level check](#), or compare the two tests in [TCF Canada vs TEF Canada](#).

What the employer must do (C16 offer of employment)

Your employer does this before you can apply. Send them this list if they have never hired through the program.

Employer

☐ **Sign in or create an account in IRCC's Employer Portal**

The offer can only be submitted through the portal, not by email or paper.

☐ **Submit the offer of employment using LMIA exemption code C16**

The wrong exemption code is a common reason for delays. C16 is the Mobilité Francophone code.

☐ **Pay the \$230 employer compliance fee**

The employer pays it, not the worker. Amount from IRCC's fee list.

☐ **Give you the offer of employment number**

It starts with the letter A followed by 7 digits. You cannot apply without it.

☐ **Give you a signed copy of the job offer or employment contract**

Upload it with your application so the officer can match it to the portal offer.

Mobilité Francophone documents: the worker's checklist

What you upload with an employer-specific work permit application. Your online document checklist in your IRCC account has the final word for your country.

Job and French

☐ **Offer of employment number (A + 7 digits)**

From your employer, generated in the Employer Portal under C16.

☐ **Signed job offer or employment contract**

Check that job title, employer name and location match the portal offer.

☐ **Proof of French: TCF or TEF speaking and listening results**

NCLC 5 or higher. Use the certificate's official scores, not a screenshot of a practice test.

☐ **Or: written confirmation of a program in French** If no test

From a college or university, or other documents showing your education was in French.

☐ **Proof you are qualified for the job** If applicable

Diplomas, certificates or reference letters showing the education or experience the job needs.

Identity and background

☐ **Valid passport or travel document**

Scan every page with stamps or visas. A permit cannot run past your passport's expiry.

☐ **Digital photo to IRCC's specifications**

Follow the photo specifications in your document checklist exactly.

☐ **Family Information form (IMM 5707)** If asked

Your checklist tells you if your country or situation needs it.

☐ **Proof of funds for your stay and return home**

Recent bank statements usually. Enough to support you and any family coming with you.

☐ **Police certificates** If asked

IRCC asks for them depending on where you have lived. See our [police certificates guide](#).

☐ **Medical exam by an IRCC panel physician** If required

Depends on the type of job and the countries where you have lived. Your checklist or IRCC will tell you.

Family coming with you

☐ **Marriage certificate** Spouse

Original document scanned in full, with a certified translation if it is not in English or French.

☐ **Statutory Declaration of Common-law Union (IMM 5409)** Common-law partner

Plus proof that you live together, such as a shared lease or joint bills.

☐ **Birth certificate** Each child

Showing both parents' names.

Fees and appointments

☐ **Work permit fee: \$155 per person**

From IRCC's fee list. Pay online with a credit or debit card.

☐ **Biometrics fee: \$85 per person, \$170 maximum per family** If required

Most applicants must give fingerprints and a photo, unless already given in the last 10 years.

| From job offer to work permit: the steps

1

BEFORE JOB HUNTING

Check your French level

Make sure you are at NCLC 5 in speaking and listening. Book a TCF Canada or TEF Canada at one of the **test centres** if you do not have recent results.

2

JOB SEARCH

Find a job outside Quebec

Any TEER except primary agriculture in TEER 4 and 5. Tell the employer they do not need an LMIA under C16.

3

EMPLOYER

Employer submits the offer

Through the Employer Portal under code C16, with the \$230 compliance fee. They send you the offer of employment number and the signed offer.

4

1 TO 3 WEEKS

Gather your documents

Passport, proof of French, job offer, proof of funds and anything your online checklist asks for.

5

YOUR IRCC ACCOUNT

Apply online

From outside Canada, answer that you will stay temporarily. From inside Canada, answer yes to having a written job offer. Pay the \$155 fee.

6

AFTER YOU APPLY

Give biometrics if asked

Follow the biometrics instruction letter and book a visa application centre appointment quickly.

7

DECISION

Get your permit

From outside Canada, approval brings a port of entry letter of introduction (not the permit itself): show it at the border and the officer issues your work permit the day you arrive. From inside Canada, you can start work once IRCC notifies you of the approval.

| Can my spouse and children come?

The Mobilité Francophone pages add no special family rule, so IRCC's general family open work permit rules apply. Your spouse or common-law partner can get an open work permit only if you work in any TEER 0 or 1 job, or in one of the TEER 2 or 3 occupations IRCC lists, and your own permit is valid for at least 16 months after IRCC receives your partner's application.

Since 21 January 2025, dependent children are no longer eligible for an open work permit under this measure. If your job is TEER 4 or 5, plan for your spouse to qualify on their own. Our **Mobilité Francophone**

guide covers the path from this permit to permanent residence, and **French-speaking PNP streams** are worth a look once you are working.

Common Mobilité Francophone mistakes

DO

- Secure NCLC 5 in speaking and listening first, then aim for NCLC 7 in all four skills for permanent residence.
- Check the offer of employment number with your employer before you start the application.
- Enter the TEF "Équivalence ancien score" if IRCC asks for your scores.
- Keep a copy of your French test result: it stays valid for 2 years and can count again in Express Entry.
- Check the NOC code and TEER of your job before planning around a spouse's open work permit.

DON'T

- Don't apply before the employer has submitted the offer and paid the compliance fee.
- Don't look for a job in Quebec under this program.
- Don't send only reading or writing scores: IRCC wants speaking and listening.
- Don't prepare for CLB 7 just for this permit if NCLC 5 already gets you there.
- Don't assume your children get open work permits: they no longer do under this measure.

Is your French at NCLC 7?

Strong French can add up to 50 CRS points and opens French-speaker draws. Find your level free in 10 questions, then take a full TCF or TEF mock test.

[Check my French level free](#)



Scan to open

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