NOVEMBER 5, 2026

Mini Magnetic North

Wawa, Ontario

How local employers and communities can benefit from Francophone and bilingual immigration



Keynote Address
Lara Dyer
CEO, Talent Beyond Boundaries Canada

TALENT BEYOND BOUNDARIES

01

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02

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03

If you could access pre-vetted bilingual talent tomorrow, how would that change your hiring challenges?

What employers tell us

- “We don’t know where to start.”
- “We’re unsure about available immigration pathways.”
- “We can’t find qualified candidates locally.”
- “We may find talent, but they leave within a year of being hired.”
- “It takes too long to hire internationally.”
- “There aren’t enough immigration spaces to meet our needs.”

Demystifying Immigration Levels*

Temporary Residents

	2026	2027 [1]	2028
Overall Arrivals [1] [2]	**385,000** (375,000 – 395,000)	**370,000** (360,000 – 380,000)	**370,000** (360,000 – 380,000)
Workers (Total)	**230,000**	**220,000**	**220,000**
International Mobility Program [3]	170,000	170,000	170,000
Temporary Foreign Worker Program [4] [5] [6]	60,000	50,000	50,000
Students [7]	**155,000**	**150,000**	**150,000**

*Based on 2026 numbers

Demystifying Immigration Levels (cont'd)

Permanent Residents

	2026			2027			2028		
IMMIGRANT CATEGORY	**Target**	**Low Range**	**High Range**	**Target** [1]	**Low Range** [2]	**High Range**	**Target**	**Low Range**	**High Range**
Overall Planned Permanent Resident Admissions	**380,000** (350,000 – 420,000) [3]			**380,000** (350,000 – 420,000)			**380,000** (350,000 – 420,000)		
Overall French-speaking Permanent Resident Admissions outside Quebec [4]	**9%** (30,267)			**9.5%** (31,825)			**10.5%** (35,175)		

Demystifying Immigration Levels (cont'd)

Permanent Residents

IMMIGRANT CATEGORY	2026 Target	2026 Low Range	2026 High Range	2027 Target [1]	2027 Low Range [2]	2027 High Range	2028 Target	2028 Low Range	2028 High Range
Total Economic	**239,800** (224,000 – 264,000)			**244,700** (229,000 – 268,000)			**244,700** (229,000 – 268,000)		
Total Family	**84,000** (78,500 – 92,000)			**81,000** (75,000 – 90,000)			**81,000** (75,000 – 90,000)		
Total Refugees and Protected Persons	**49,300** (42,000 – 55,000)			**49,300** (42,000 – 55,000)			**49,300** (42,000 – 55,000)		
Total Humanitarian & Compassionate and Other	**6,900** (6,000 – 9,000)			**5,000** (4,000 – 7,000)			**5,000** (4,000 – 7,000)		

Demystifying Immigration Levels (cont'd)

Economic	Federal High Skilled [5]	**109,000**	85,000	120,000	**111,000**	86,000	122,000	**111,000**	86,000	122,000
	Federal Business [6]	**500**	250	1,000	**500**	250	1,000	**500**	250	1,000
	Federal Economic Pilots: *Caregivers* [7]*; Agri-Food; Community Immigration Pilots* [8]*; Economic Mobility Pathways Pilot*	**8,175**	5,000	11,800	**8,775**	6,600	12,400	**8,775**	6,600	12,400
	Atlantic Immigration Program	**4,000**	3,000	5,000	**4,000**	3,000	5,000	**4,000**	3,000	5,000
	Provincial Nominee Program	**91,500**	82,000	105,000	**92,500**	82,000	106,000	**92,500**	82,000	106,000
	Quebec Skilled Workers and Business [9]	**TBD**			**TBD**			**TBD**		
	Total Economic	**239,800** (224,000 – 264,000)			**244,700** (229,000 – 268,000)			**244,700** (229,000 – 268,000)		

Immigration for Economic Development



Rural and Northern Immigration Pilot (RNIP)

- Key sectors
- Anchor employers
- Meaningful economic opportunities
- Community-based wrap around supports
- Sense of belonging
- Whole of family approach

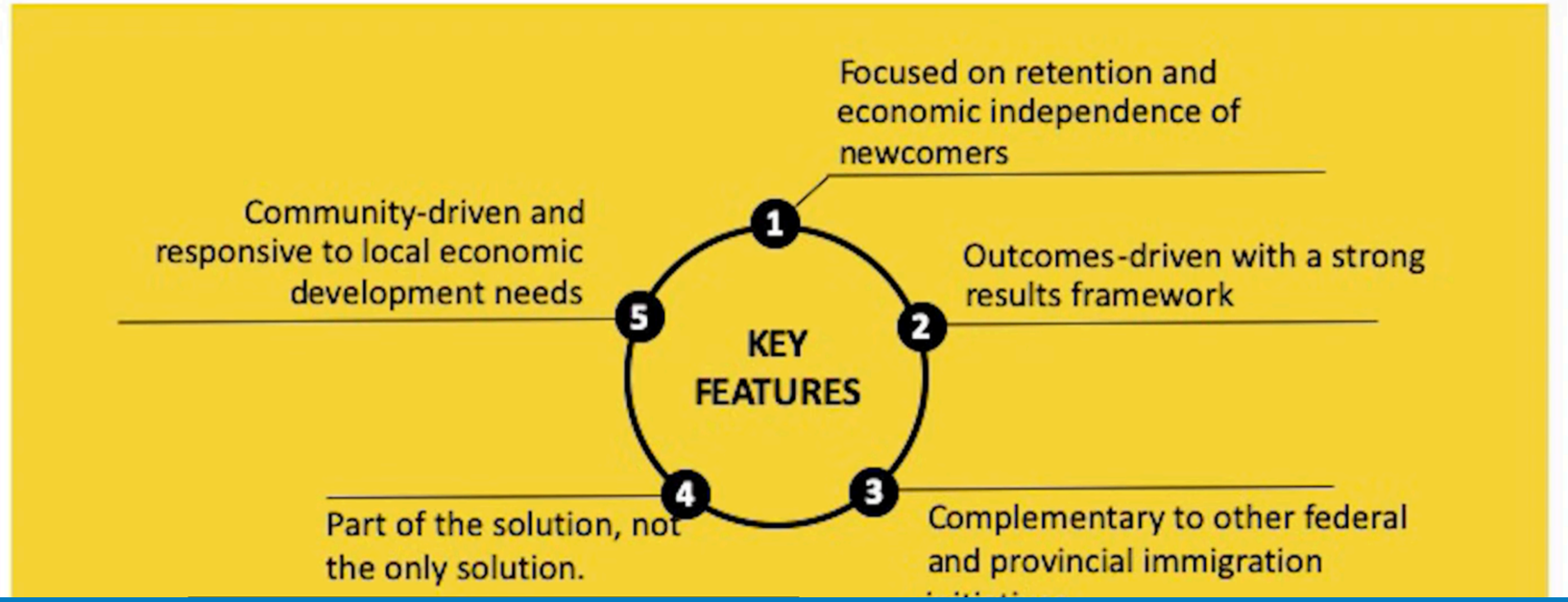
Successor Pilots:

- Rural Community Immigration Pilot (RCIP)
- Francophone Community Immigration Pilot (FCIP)

RURAL AND NORTHERN PILOT (RNIP)

KEY FEATURES





KEY SETTLEMENT FEATURES OF RNIP

The pilot aims for long-term retention of newcomers, so participating communities **commit to supporting the settlement and integration** of those who arrive through the RNIP.

Specifically they have committed to:

- **championing the benefits** of immigration to community members and employers;
- **matching newcomers** with established members of the community, for mentoring and support;
- connecting newcomers with **settlement services** and other core social services after their arrival.

Invitation: FCIP as tool for community economic development

- **Better service.** Serve French-speaking clients and communities in their language.
- **Fresh perspectives.** Global experience and specialized skills drive innovation.
- **Stronger communities.** Strengthen the cultural and economic fabric of Northern Ontario.
- **Untapped talent.** Fill critical vacancies from underused talent pools.
- **Policy support.** Federal and provincial governments both prioritize French-speaking and bilingual hiring.

Plan for Retention From the Start

01

Employer onboarding

Employers fill out an onboarding form to confirm: they are in good standing, open to international recruitment, and willing to contribute to candidate integration.

02

Candidate sourcing and vetting

TBB Canada sources candidates from three talent pools: our Talent Catalog of skilled refugees worldwide, displaced talent already in Canada, and train-to-hire programs built around employer needs.

Each candidate is then reviewed for fit and immigration eligibility.

03

Candidate support

TBB Canada coordinates credentialing, training, language tests, documentation, immigration support, access to financial mechanisms, and CV & interview preparation.

Job-ready candidates are submitted to employers for review.

04

Employer match and hire

TBB Canada supports employers to find their preferred candidates, helping with shortlisting, interviewing, reference checks, job offers and immigration support (if needed).

05

Settlement and retention

TBB Canada coordinates settlement services (through ThriveON) to ensure a smooth transition.

These include: travel coordination, airport arrival, temporary & permanent housing, administrative set-up, spouse & family support and local orientation.

TBB success story

St. Joseph's Care Group (SJCG) in Thunder Bay has hired more than 30 internationally displaced candidates through TBB.

This process started three years ago, and since, the candidates have created a community and some started a family.



TBB success story

“This partnership with TBB has helped us find creative, meaningful, and effective solutions to our workforce challenges—solutions that truly reflect our values of Care, Compassion, and Commitment.”

Tricia Murdoch
HR Director, SJCG

2023

Signed Memorandum of Understanding (MOU)

33

Job offers extended

22

Candidates currently working, originating from 12 countries

Bahaa Alyounes

Arrival and settlement

Bahaa, a Syrian national, arrived in Thunder Bay from Lebanon in June 2024 with his wife, Lily, to begin a new chapter with St. Joseph's Care Group. They welcomed their baby girl, Joelle, in April 2025.

Integration

Today, Bahaa and his family are building a life in a community they love. He remains committed to giving back through his work and continued growth.





Abeer Awad Jaber

Arrival and settlement

Abeer, a Sudanese national, arrived in Thunder Bay from Saudi Arabia in October 2025. She lived with two other TBB alumni as she settled into her new community.

Career progression and integration

Abeer began working at Hogarth Riverview Manor (HRM) as a Personal Support Worker, which helped her understand the Canadian healthcare system. In March 2026, she obtained her RN license, and in April 2026, SJCG offered her an RN position. Looking ahead, Abeer says she is building a new life not only for herself but for her family and the next generation. Her message to others is to stand up whenever you fall and keep moving forward.



Soe San Dar

Arrival and settlement

Soe, a Burmese refugee, fled Myanmar in 2008 with her two sons and sought refuge in Bangladesh. There and later in India, she worked as a sales manager, UN interpreter, auditor, computer programmer and medical coordinator. She landed in Canada on June 13, 2024.

Career progression

She became the first refugee in India to land a job through the Talent Catalog, and was selected as a personal support worker with Schlegel Villages in Ontario, starting work the next day. Schlegel Villages supported Soe with training and temporary housing, while a local civic organization helped furnish her new home. Her two sons are now in Guelph and plan to attend university. Soe says: “I knew I had the ability, but I never had the opportunity.”

NOVEMBER 2026

FrancoTalent Nord

Recruit, welcome and retain bilingual talent in Northern Ontario



Paid for by the Government of Ontario

TALENT BEYOND BOUNDARIES

Ontario

Project overview

If you're considering hiring internationally, we make it easy.

More than 70% of companies worldwide say they struggle to find the workers they need domestically.

Talent Beyond Boundaries (TBB) Canada connects skilled refugees and other underrepresented workers with employers across Canada. Funded by the Government of Ontario, the **FrancoTalent Nord** project helps employers across Northern Ontario find, welcome and retain skilled Francophone and bilingual talent.



Talent sourcing and employer guidance



Immigration and relocation support



Settlement support

Why Northern Ontario?

The need is real and growing

Northern Ontario faces persistent labour shortages, driven by an aging population and ongoing employer demand. By 2035, 20% or more of today's labour force will retire, putting even more pressure on employers to replace workers.

The fit is strong

Healthcare and skilled trades are the region's key areas of need, and TBB's national and international talent pools are well placed to fill those gaps.

The region is ready

Northern Ontario already has strong networks in place, including Francophone organizations, economic development organizations, champion employers, and training partners. TBB also brings proven experience with regional immigration programs such as RNIP, RCIP, FCIP, and REDI.

TBB’s impact

TBB’s model is solving employer labour shortages, transforming workers’ lives, and strengthening communities.

Last updated: August 2026

2.5K

People supported through TBB programs globally.

95%

Percentage of employers likely to **hire again** through TBB.

93%

Percentage of **candidates retained** with their employer one year post-arrival.

International hiring costs

Exact costs vary by pathway (Francophone Mobility, OINP, TFWP or in-country relocation). A detailed cost breakdown is provided in the Employer Toolkit.

Employer costs

- Recruitment & Matching: TBB Mission Contribution
- Immigration & Legal Fees (work permit, OINP, LMIA if applicable)
- Government Application Fees
- Relocation Support (flights, temporary accommodation, onboarding)

Candidate costs

- Language Testing
- Medical Exam and Biometrics
- Flights (if applicable)
- Miscellaneous Settlement Costs (frist and last months' rent, local transport, insurance)

Inside your toolkit

A toolkit will be shared with you at the end of the session, which includes →

- TBB bilingual talent hiring pathway
- Employer CV review guide
- TBB employer onboarding document
- Available community support
- Sector-specific insights
- Cost structure

TALENT BEYOND BOUNDARIES

Thank You!

talentbeyondboundaries.org/canada

Lara Dyer
Chief Executive Officer (Canada)
ldyer@talentbeyondboundaries.org

Charlotte Shurtz
Canada Program Manager
cshurtz@talentbeyondboundaries.org

Vanessa Ilunga
Canada Program Lead
vilunga@talentbeyondboundaries.org