



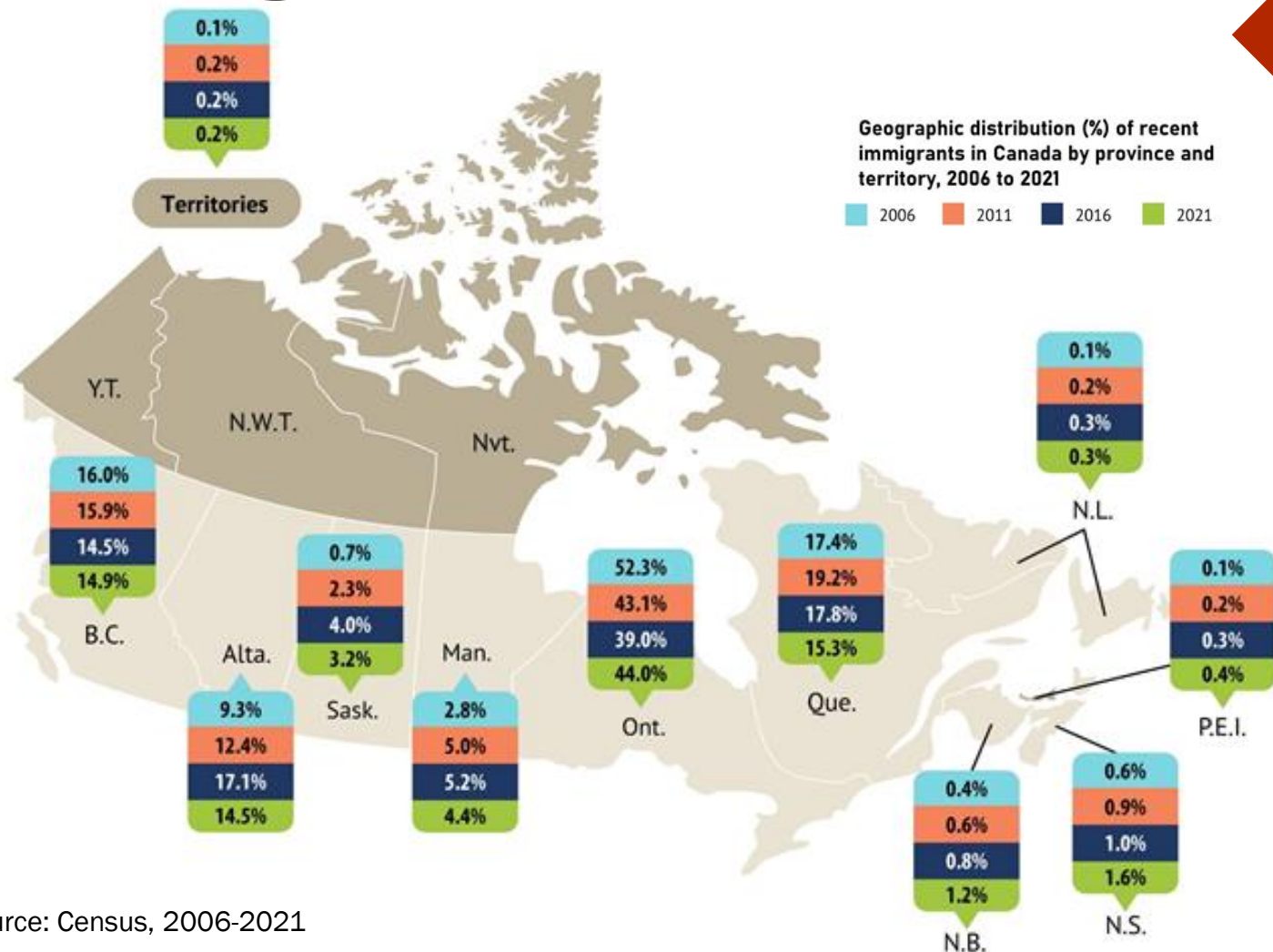
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Rural & Francophone Community Immigration Pilots

December 2025

Snapshot: Economic Immigration in Canada



While the majority of economic immigrants settle in major urban centres given labour market opportunities, IRCC's efforts to **spread the benefits** of economic immigration through initiatives like the Provincial Nominee Program, Atlantic Immigration Program, and Community Pilots are having a **positive effect** in distributing immigration and its benefits across Canada.

Rural & Northern Immigration Pilot

In 2019, IRCC launched the Rural and Northern Immigration Pilot (RNIP) and partnered directly with 11 communities across Canada to test an **innovative, community-rooted approach** to attracting and retaining immigrants.



Less than 1 in 5 Canadians live in rural areas and **the rural population growth rate is 15 times slower** compared to urban areas in Canada (Statistics Canada).

Admissions to RNIP communities



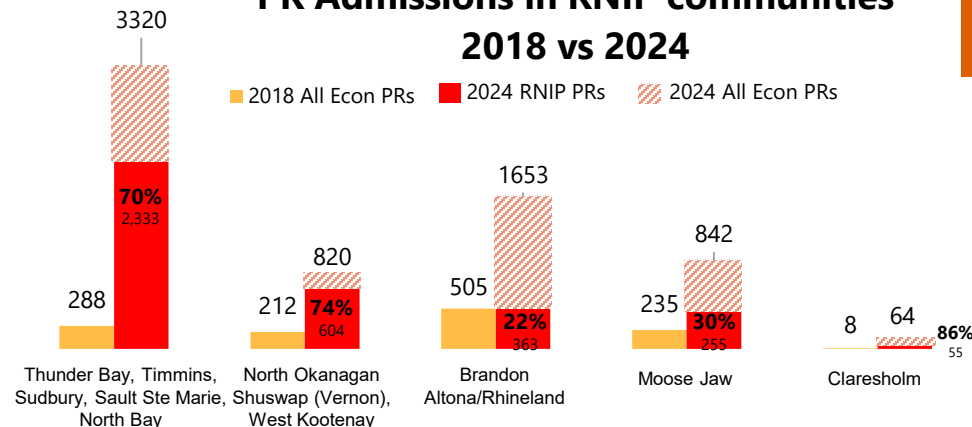
As of Sept 2025, **over 11,000** newcomers have been admitted through the RNIP.

91%
TR to PR rate.

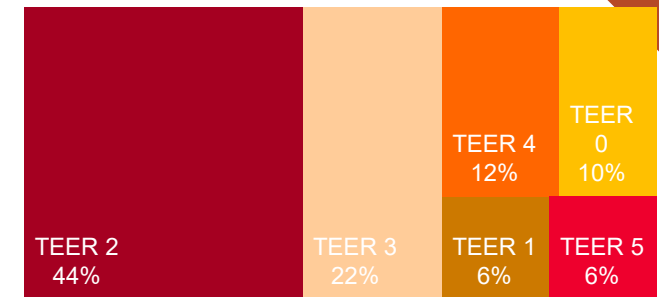
38%
between 20-29 years old.

Pre-2019, PRs made up a small share of RNIP community populations. By 2024, PR populations in these communities had increased significantly and **RNIP admissions represented more than half on average (56.4%) of PR admissions.**

PR Admissions in RNIP communities 2018 vs 2024



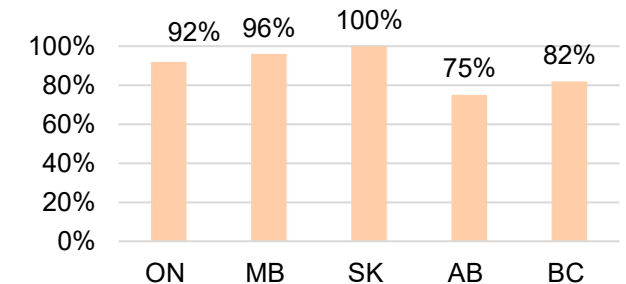
Objective 1: Meet local labour market needs



Over **2,800** employers used RNIP to fill critical labour market needs.

Objective 2: Retention of newcomers

Retention after arrival, RNIP (2022)



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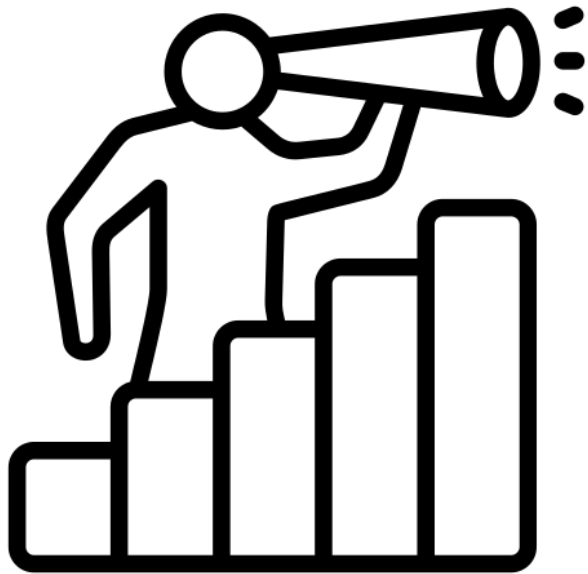
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What We Learned...

- RNIP is **meeting its objectives** and has been a critically **important tool in filling local labour market needs** in key sectors and occupations. **Settlement supports are valued** and being provided by a variety of organizations.
- EDOs are effective at engaging local employers to use immigration, many for the first time (**77% first-time immigration users**). However, community Partners are **understaffed to fully administer responsibilities under the pilot**, including pilot promotion, candidate support, employer engagement, candidate assessment and selection, engagement with settlement partners, **program integrity** and performance measurement reporting.
- Low number of **French-speaking candidates** admitted through the pilot.



The Future of Rural Immigration



- RNIP was successful in meeting its objectives and has been a critically important tool in filling local labour market needs in key sectors and occupations.
- But there was room to improve the pilot to ensure it maintains its **program integrity** and continues to meet the **specific economic needs** of rural and Francophone communities in Canada.
- The parallel pilots, the Rural Community Immigration Pilot (RCIP) and the Francophone Community Immigration Pilot (FCIP), were officially announced on January 30th, 2025, to support immigration to rural and Francophone communities and **provide additional dedicated pathways** to permanent residence for skilled workers and international graduates who can help to overcome critical labour shortages and plan to live long-term in these smaller communities.



Rural Community Immigration Pilot

Program Design

- New **employer-driven model** merged with wrap-around community supports to foster a greater welcoming environment for newcomers and their families;
- New employer designation approach that requires participation in **inter-cultural competency** and onboarding training;
- Focus on **priority occupation sectors** determined by communities;
- Additional **program integrity** measures to ensure the integrity of the pilots; and,
- Continued emphasis on **partnership** with communities to build capacity and expertise in immigration.

Francophone Community Immigration Pilot

Program Design

- The FCIP will have the same program design as the RCIP plus additional tools to **support Francophone communities**;
- Access for FCIP TRs to the **full suite of settlement services** available to PRs;
- Opportunity for community partners to work closely with Francophone organizations, such as the Réseau de développement économique et d'employabilité (RDÉE) to **foster economic development** and Francophone settlement providers to **support settlement and integration** in Francophone and Acadian communities; and,
- **Dedicated allocations** for French-speaking and bilingual candidates.

RCIP and FCIP: Communities from Coast to Coast

British Columbia

West Kootenay
Peace Liard
North Okanagan-
Shuswap
Kelowna (FCIP)

Alberta

Claresholm

Saskatchewan

Moose Jaw

Manitoba

Brandon
Altona/Rhineland
Steinbach
St Pierre-Jolys (FCIP)

Ontario

Thunder Bay
North Bay
Sault Ste Marie
Sudbury (RCIP & FCIP)
Timmins (RCIP & FCIP)
Superior East Region (FCIP)

New Brunswick

Acadian Peninsula (FCIP)

Nova Scotia

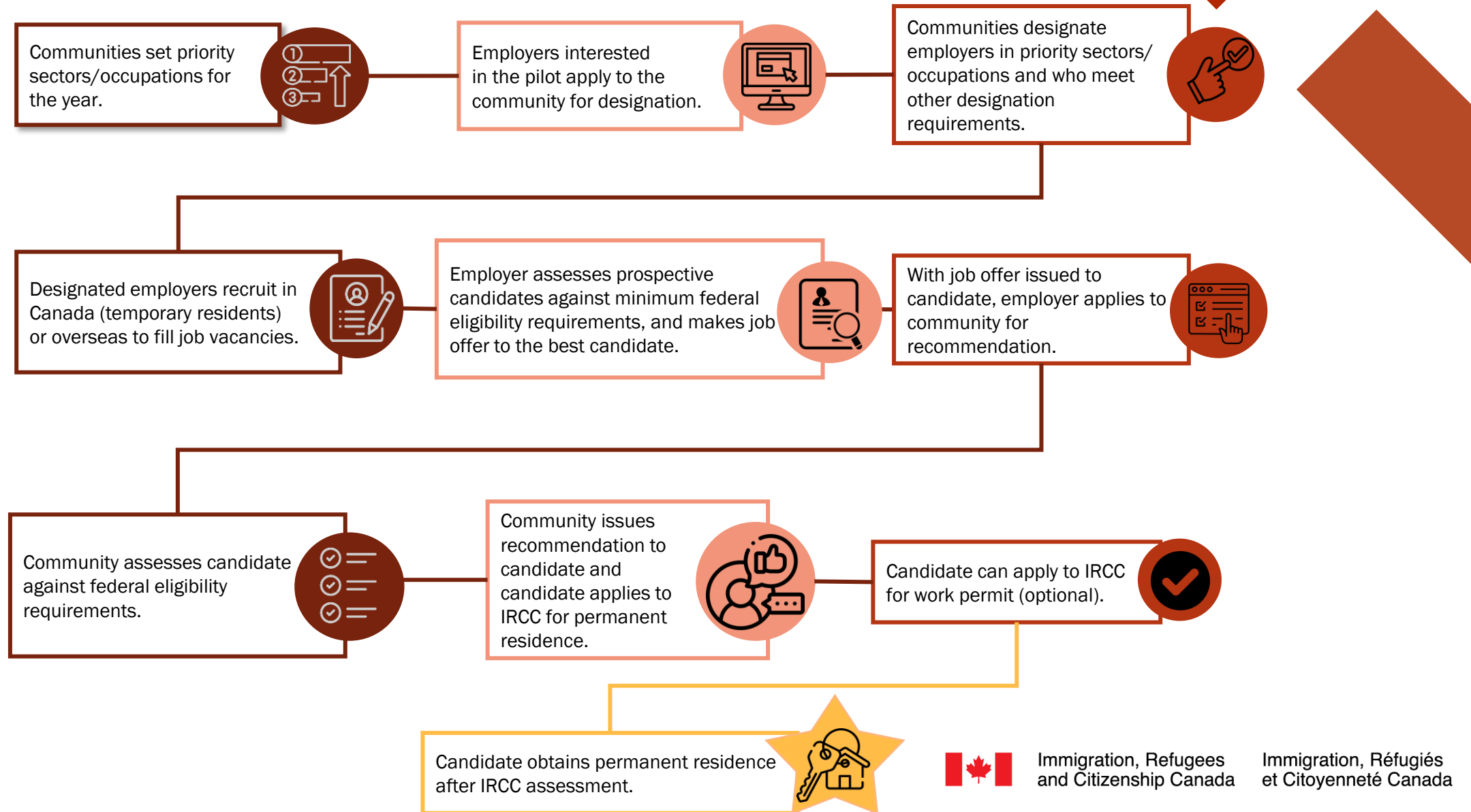
Pictou County



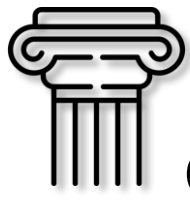
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How do the new pilots work?



Empowering the Experts



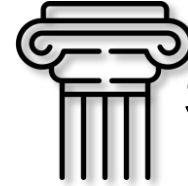
Economic Development Organizations

- Employer and labour market assessment, including identifying priority occupations
- Collaborate with settlement service providers
- Designate Employers who fit economic and labour needs in the community and recommend candidates who meet eligibility criteria



Employers

- Identify and hire suitable candidates that meet federal eligibility criteria
- Commit to helping candidates settle and integrate within the community
- Complete mandatory Intercultural competency training and Onboarding Training



Settlement Service Provider Organizations

- Provide newcomers and their families with access to settlement services
- Ensure additional Francophone services available in French-speaking communities



Settlement Services for Clients



- Communities were assessed on their settlement capacity prior to being selected for the pilot.
 - All RCIP communities have at least one SPO within their stated boundaries in order to provide services to clients.
 - The majority of FCIP communities have at least one SPO within their boundaries and other organizations to deliver settlement services, with one community only having access to virtual settlement services for Francophone clients.
- Given the additional settlement considerations for Francophone clients, FCIP TRs have access to the full suite of settlement services that are offered to PRs.
- Employers are responsible for aiding candidates access settlement services within their community.



Annexes: Program Requirements



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Annex A: RCIP Candidate criteria

TEER 0	TEER 1	TEER 2	TEER 3	TEER 4	TEER 5
Job Offer Work experience must be in TEER 0-3	Job Offer Work experience must be in TEER 0-3	Job Offer Work experience must be in TEER 1-4	Job Offer Work experience must be in TEER 2-4*	Job Offer Work experience must be in TEER 2-4*	Job Offer Work Experience must be in the same 5-digit NOC code of the job offer
High School Diploma	High School Diploma	High School Diploma	High School Diploma	High School Diploma	High School Diploma
Language: CLB/NCLC 6	Language: CLB/NCLC 6	Language: CLB/NCLC 5	Language: CLB/NCLC 5	Language: CLB/NCLC 4	Language: CLB/NCLC 4

*Work experience can be in TEER 1 for the healthcare exception only



Annex B: FCIP Candidate criteria

TEER 0	TEER 1	TEER 2	TEER 3	TEER 4	TEER 5
Job Offer Work experience must be in TEER 0-3	Job Offer Work experience must be in TEER 0-3	Job Offer Work experience must be in TEER 1-4	Job Offer Work experience must be in TEER 2-4*	Job Offer Work experience must be in TEER 2-4*	Job Offer Work Experience must be in the same 5-digit NOC code of the job offer
High School Diploma	High School Diploma	High School Diploma	High School Diploma	High School Diploma	High School Diploma
Language: NCLC 5	Language: NCLC 5	Language: NCLC 5	Language: NCLC 5	Language: NCLC 5	Language: NCLC 5

*Work experience can be in TEER 1 for the healthcare exception only



Annex C: Community selection criteria

Community selection criteria was developed taking into consideration the lessons learned from RNIP and the Pathways to Prosperity *Characteristics of Welcoming Communities Toolkit*.

- **Settlement Criteria** – Includes a measure of absorptive capacity (infrastructure) and settlement capacity (SPO)
- **Partner Criteria** – includes assessment of economic and settlement capacity of partnering organization
- **Community Criteria** – includes measures of population and geography
 - population <200,000 and remoteness index of 0.20 or higher; or
 - population <50,000 located at least 75km from the core of a CMA
- **Economic Criteria** – includes presence of key economic sectors that demonstrate labour market need and recent economic development plan



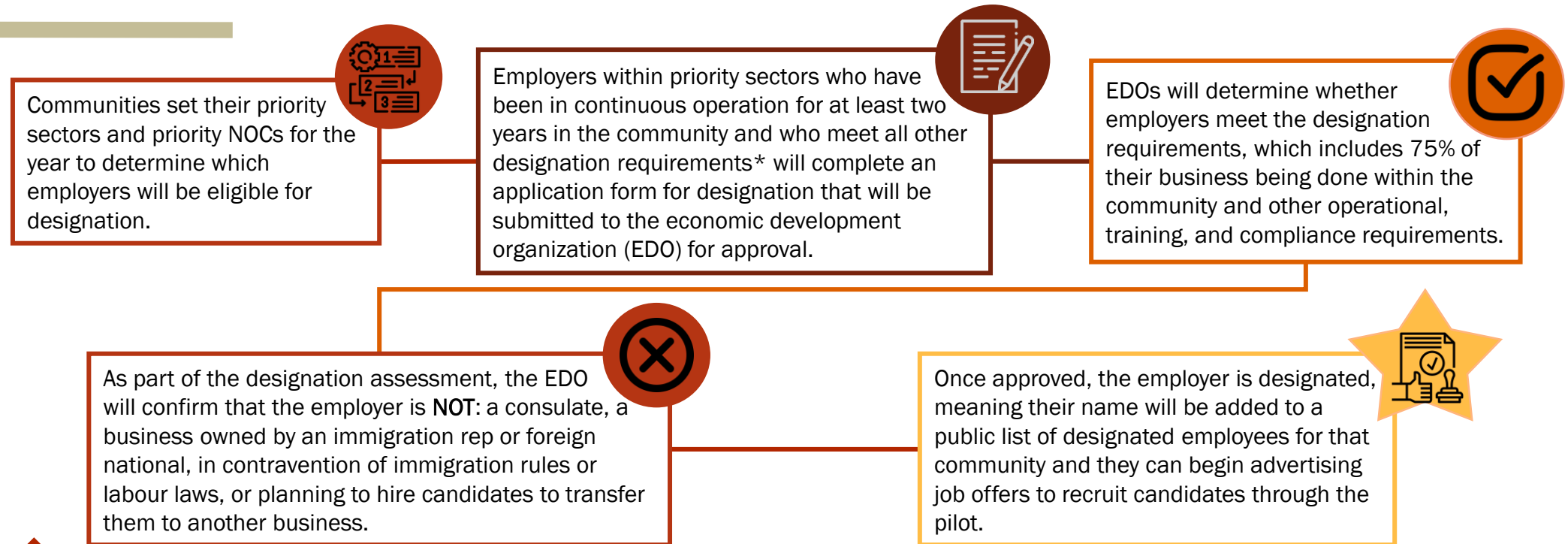
Annex D: Employer designation criteria

To be a designated employer, you must meet requirements to demonstrate that you are well-positioned to participate in the pilot, such as:

- ✓ Have been operating continuously for at least 2 years within the community boundaries;
- ✓ Be in good standing and comply with employment standards and occupational health and safety legislation;
- ✓ Carry out business in at least one priority occupation as identified by the community;
- ✓ Not be in violation of the *Immigration and Refugee Protection Act* (IRPA) or the *Immigration and Refugee Protection Regulations* (IRPR);
- ✓ Complete mandatory onboarding training;
- ✓ Complete mandatory intercultural competency training which focuses on the creating welcoming and culturally inclusive workplaces; and,
- ✓ Agree to support the settlement of newcomers and their families.



Designation process for employers



* For more information, please visit the IRCC website titled:
[Hire through the Rural and Francophone Community Immigration pilots - Get designated as an employer](#)



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Annexes: Settlement Services



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Annex E: RCIP SPOs



Annex F: FCIP SPOs

**Colombie
Britannique**
Kelowna - Centre Culturel
de l'Okanagan

Manitoba
St Pierre-Jolys –
Welcoming
Francophone
Communities (2025
– LIP will be funded)

Ontario
Sudbury - Collège Boréal /
Centre de santé
communautaire du Grand
Sudbury
Timmins - Le groupe InnovaNor
/ Collège Boréal
Région Superior de l'est –
Collège Boréal (virtuel
seulement)

**Nouveau
Brunswick**
Péninsule acadienne -
New Brunswick
Multicultural Council



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