

Support For
*International
Recruitment:*
Public Employment Services Abroad



Notice

This report is for information purposes only, and its contents are subject to change.

It is not an exhaustive list and corresponds to the information provided by public employment agencies, currently working with the Government of Canada.

The activity areas and professions presented by countries are not exclusive, and the countries should not be understood as the only ones with public employment agencies.

If you represent a public employment service and would like to be added to this report, we invite you to write to IRCC.INEngagement-EngagementRI.IRCC2@cic.gc.ca

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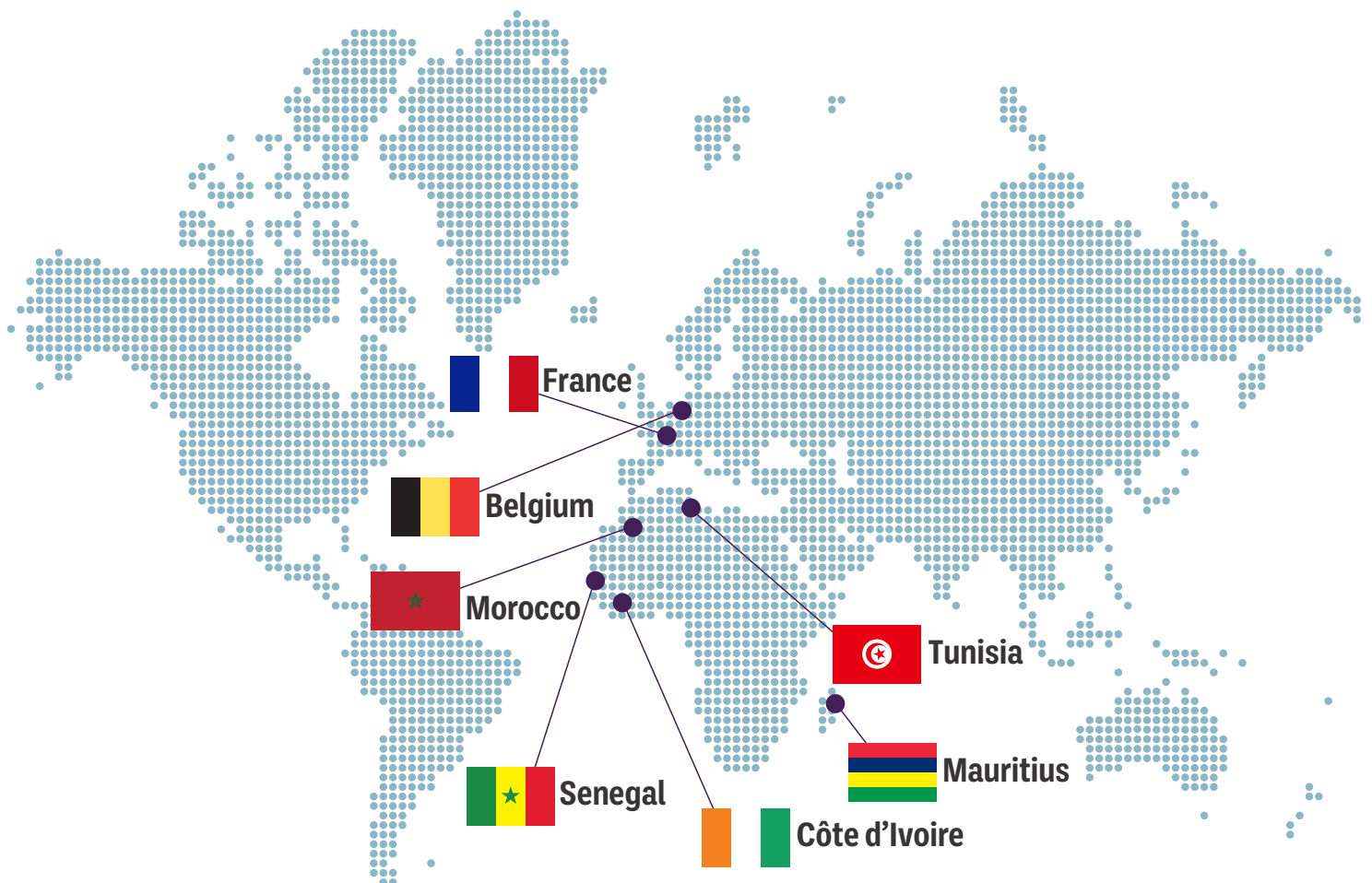
Support for international recruitment: Public employment services abroad

Many countries have public employment services that specialize in international recruitment to help their citizens find work abroad. Our dedicated service channel staff can direct you to the services that will best meet your needs.

Through these local government services, Canadian employers can recruit candidates from a number of countries, including France, Belgium, Morocco, Tunisia, Côte d'Ivoire, Senegal and Mauritius.

These services are offered free of charge year round to all Canadian employers who offer jobs outside Quebec.

If you wish to contact one of these services for a job posting or for more information, we invite you to write to promotion@cic.gc.ca.





BELGIUM

Le service de support au recrutement international d'Actiris (Brussels-Capital Region)

Brief general presentation

Actiris is the Brussels regional employment office and a key player for employment in the Brussels-Capital Region, in Belgium.

Actiris is also active internationally and has 2 primary objectives:

- offer professional opportunities abroad to job seekers in Brussels, notably in Canada
- offer support for international recruitment to employers abroad by short-listing candidates according to their needs

Services offered to Canadian employers

- Advertise job offers: Actiris publishes job offers on its website for 40 days to maximize visibility. Interested candidates can consult offers and submit their application directly to the employer. Employers manage the selection and recruitment of future employees.
- Screen candidates: In addition to publishing offers on its website for 40 days, Actiris screens candidates to align with employers' needs. This means that Actiris receives CVs, conducts initial interviews with candidates during which it evaluates the relevance of their profile, and only shares applications from people who best meet expectations and are ready to leave to work in Canada. This service allows employers to save a considerable amount of time. It is only offered for professions that are not facing labour shortages in Brussels.

As a public service, all of Actiris' services are completely free for both employers and candidates.

Services offered to candidates looking for a job in Canada

- Offer information sessions
- Facilitate access to employment offers in Canada on the Actiris website
- Facilitate pre-selection for positions in Canada and follows-up on applications throughout the whole recruitment process
- Offer advice about the main steps that are recommended before leaving to work abroad.

Annual activities, if applicable

Actiris organizes an annual event to promote international mobility, for job seekers in Brussels. Various employment opportunities and professional internships abroad are presented at information sessions. One country or sector is celebrated each year.

High-potential occupations for international recruitment

- Cook and kitchen staff
- Receptionist
- Holiday resort host
- Customer service
- Restaurant manager
- Project manager with a specialization in environment
- Arts professions – visual (theatre, film), sound (radio, TV)
- Management professions – responsible for businesses, projects or services

Low-potential occupations for international recruitment

- Qualified IT profiles
- Engineering
- Medical sector

Website

actiris.brussels



BELGIUM

Le Forem (Wallonia region)

Brief general presentation	<p>Le Forem is the public service for employment and professional training in Wallonia, Belgium.</p> <p>Its main objectives are to help</p> <ul style="list-style-type: none">• job seekers in their job searches• employers in their recruitment, training and financial needs.
Services offered to Canadian employers	<ul style="list-style-type: none">• Create and broadcast job offers• Screen candidates• Organize recruitment days dedicated to the business' activities• Manage paperwork and administrative tasks
Services offered to candidates looking for a job in Canada	<ul style="list-style-type: none">• Facilitate administrative procedures• Identify job seekers' skills and needs: studies, training, professional experience, languages, etc..• Inform job seekers about the job market as well as the living and working conditions• Present job opportunities based on the profile of job seekers• Refer job seekers to suitable services: language assessment, skills training, skills assessment, equivalence and recognition of diplomas, validation of acquired experience, etc..
Annual activities, if applicable	<p>Webinars, promotion days, participation in Destination Canada Mobility Forum, etc..</p>
High-potential occupations for international recruitment	<p>Employers can access a numerical overview of the Walloon job market (in French only)</p> <p>The analysis demonstrates that there was a decline in offers in the first half of 2022 in comparison to the workforce available in: education and construction.</p> <p>Also, the Forem's database provides an analysis of the number of candidates, for critical jobs, who have demonstrated an interest in Canada and belong to one of these sectors.</p>

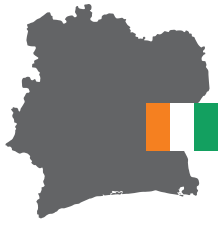
Low-potential occupations for international recruitment

Employers can access a [list of](#) (in French only) jobs facing shortages and of critical jobs (in French only) including nurses, speech language pathologists, truck mechanics, software developers, bus drivers, and truck drivers.

Website

leforem.be (in French only)



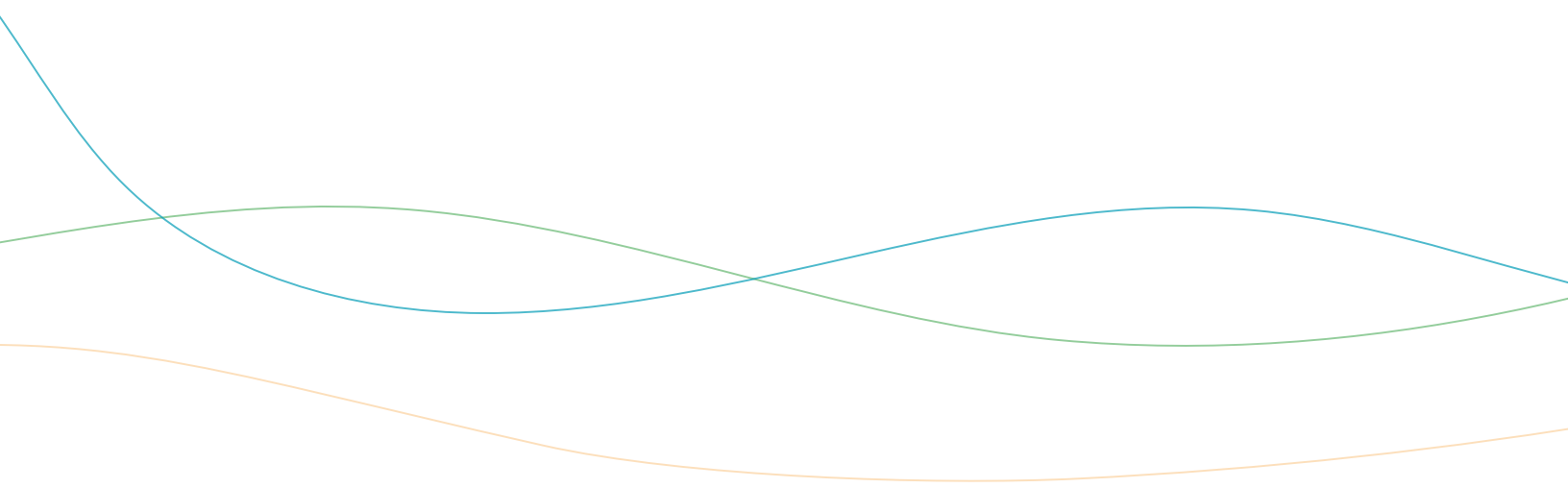


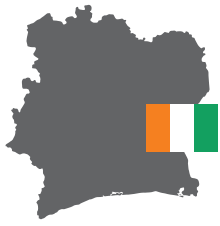
CÔTE D'IVOIRE

Agence Emploi Jeunes

Brief general presentation	<p>The Agence Nationale pour l'Insertion et l'Emploi des Jeunes "Agence Emploi Jeunes", aims to expedite government initiatives that support youth employment.</p> <p>The Agence Emploi Jeunes positions itself as the relevant intermediary for the promotion of youth employment in Côte d'Ivoire and the sub-region in general</p>
Services offered to Canadian employers	<ul style="list-style-type: none">• Offer services of support and coaching for Canadian employers• Propose relevant profiles to anticipate recruitment needs• Help with head hunting (search for highly qualified profiles)• Support human resources (HR): helps with HR management, implement HR policies and collaborate with business' HR to organize recruitment forums• Support the recruitment process through the Agence Emploi Jeunes platform, (viewing available CVs on the website and contacting candidates, reception and selection of applications, recruitment interviews) and manage the recruitment process• Offer administrative support for tax measures and the new labour code• Collaborate on internship, upgrading, and requalification programs
Services offered to candidates looking to obtain a job in Canada	<ul style="list-style-type: none">• Support job seekers after their registration at agenceemploijeunes.ci (in French only) or in person at a local agency• Connect job seekers with an employment counsellor from the agency. The counsellor identifies the job seekers' skills, establishes their training needs and refines their CV• Offer professional guidance according to their skills and interests• Connect job seekers with potential employers and organize interviews
Annual activities, if applicable	<p>Services / Communication activities</p> <ul style="list-style-type: none">• Promotion of corporate citizens: recognition events for partner companies – (in August and September)• Thematic seminars (by proposal or by request) for licensed placement firms (vulgarization of fiscal measures that support youth employment, innovative recruitment tools, etc..) or businesses• Afterwork Agence Emploi Jeunes-Entreprises (communication about activities and results, and all other topics that are relevant for businesses)• National job fair (October) and mini regional job fairs (every quarter)

High-potential occupations for international recruitment	<ul style="list-style-type: none">• Services• ICT• Hotel industry• Food service industry• Mining• Electronics• Construction• Medical support
Low-potential occupations for international recruitment	None
Website	agenceemploijeunes.ci (in French only)

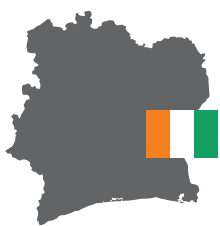




CÔTE D'IVOIRE

Agence Nationale de la Formation Professionnelle (AGEFOP)

Brief general presentation	The Agence Nationale de la Formation Professionnelle (AGEFOP) is a structure of Côte d'Ivoire's government that designs and implements professional development tools and projects.
Services offered to Canadian employers	Match employers with candidates who have the desired skills
Services offered to candidates looking to obtain a job in Canada	Allow candidates to acquire in-demand skills for the job market.
Annual activities, if applicable	Organize short qualifying training sessions
High-potential occupations for international recruitment	<ul style="list-style-type: none">• Hotel industry• Food service industry• Hygiene• Mechanics• Mechanical cooling (refrigeration, air conditioning, etc..)• Electronics• Wood industry
Low-potential occupations for international recruitment	<ul style="list-style-type: none">• Mining
Website	agefop.ci (in French only)



CÔTE D'IVOIRE

Bureau de Coordination des Programmes Emploi (BCP-Emploi)

<p>Brief general presentation</p>	<p>The BCP-Emploi is in charge of financial management of funders as part of employment-related programs.</p> <p>For the implementation of different projects, the BCPE-Emploi works with public and private partners as well as the regional councils throughout Côte d'Ivoire.</p> <p>BCPE-Emploi, with its various partners, launched professional internships in businesses, learning and training programs, as well as programs for upgrading or requalifying. Many youth from different social classes have participated in these projects and achieved financial stability.</p>
<p>Services offered to Canadian employers</p>	<ul style="list-style-type: none"> • Provide relevant profiles to anticipate recruitment needs • Organize short training sessions to help youth meet employers' demands • Collaborate on internship, retraining, requalification and learning programs
<p>Services offered to candidates looking to obtain a job in Canada</p>	<ul style="list-style-type: none"> • Fund training • Provide training • Refer to national insertion structures (Agence Emploi Jeunes, AGEFOP)
<p>Annual activities, if applicable</p>	<ul style="list-style-type: none"> • National Employment Fairs under the direction of the Minister of Youth Employment • Annual lunch with business partners (communication about activities and outcomes, and about other relevant subjects for businesses)
<p>High-potential occupations for international recruitment</p>	<ul style="list-style-type: none"> • Services • ICT • Hotel industry • Food service industry • Mining • Electronics • Construction • Medical support • Hygiene • Mechanical cooling (refrigeration, air conditioning, etc..) • Wood industry

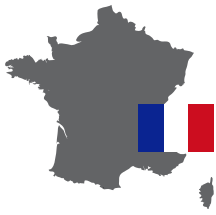
Low-potential occupations for international recruitment

None

Websites

pejedec.org (in French only)
bcpemploi.org (in French only)

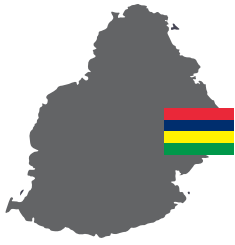




FRANCE

Pôle emploi

Brief general description	Pôle emploi is a French public employment agency. Pôle emploi compensates and supports job seekers in their job search and supports businesses in their recruitment needs.
Services offered to Canadian employers	The international mobility team provides customized, confidential, and free services that meet the needs of Canadian employers. They provide them with support throughout the entire recruitment process and stay in regular contact.
Services offered to candidates looking to obtain a job in Canada	The international mobility team supports job seekers through a mobility project in Canada. The team provides jobs to review in addition to online conferences and workshops to effectively use social networks and achieve their mobility project in Canada.
Annual activities, if applicable	Pôle emploi international is present at the "Salon du travail" job fair and the "S'expatrier mode d'emploi" event, which are organized every year in Paris.
High-potential talent pools for international recruitment	France has a diversified economy and offers professional training in all sectors of activity. Apart from trades in the sectors most under pressure in France (health and personal assistance, education, IT, hotels and restaurants, retail trade as well as construction and building) all trades and professions can be displayed.
Low-potential occupations for international recruitment	Due to the strong recruitment challenges in the health sector in France, Pôle emploi is avoiding the promotion of international employment offers in this sector.
Websites	Pôle emploi's website has 32 million visits per month at pole-emploi.fr/accueil (in French only) Canadian employers can post their employment offer online 24 hours a day, 7 days a week at entreprise.pole-emploi.fr/depot-offre/fr (in French only) Employers can also contact an international mobility counsellor.



MAURITIUS

Ministry of Labour, Human Resource Development and Training

Brief general presentation

The Ministry consists of 2 main Divisions: the Division of employment and the Division of labour.

The Division of employment is responsible for promoting vocational training and employment of Mauritians in Mauritius and abroad. The Division of labour is responsible for ensuring employers' compliance to good practices and working conditions in Mauritius.

Services offered to Canadian employers

- Free access to the [Ministry's job portal](#), allowing Canadian employers to publish their job offers, and choose online the candidates who meet their criteria
- Publish job offers of employers on the job website, on national television, and in the magazine of employment and trades, free of charge
- Organize online or face-to-face interviews with candidates. This service is comprised of candidate applications, reservation of the space for interviews, help with web communications, and assistance of Ministry staff during interviews
- Organize aptitude tests for technical trades where these tests are necessary to evaluate the candidate's aptitude
- Ensure communication between the employer and the selected candidates to facilitate the steps for the visa application and the organization of candidates' departure

Services offered to candidates looking to obtain a job in Canada

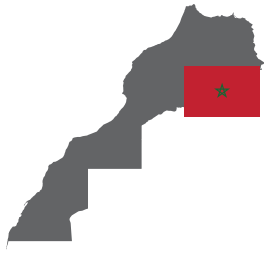
- Provide information to candidates about the employer, their employment offers, and the terms of employment
- Facilitate the registration of candidates on the job portal and the submission of applications. A hotline is available to assist candidates who have difficulties registering
- Schedule and reminds candidates to attend interviews
- Explain the employment contract to candidates who request assistance
- Facilitate the visa application process for candidates, as needed
- Organize pre-departure training sessions with the assistance of the International Organization for Migration (IOM)

Annual activities, if applicable

No international recruitment events are planned for 2022.

High-potential talent pools for international recruitment	<ul style="list-style-type: none">• Call centres and sub-contracting• Administration and accounting• Sales• Transportation (driver, car mechanic)• Hotel industry• Health• Construction• Industries (welder, electrician, plumber)
Low-potential occupations for international recruitment	<ul style="list-style-type: none">• Nursing
Website	mauritiusjobs.govmu.org/





MOROCCO

Agence nationale de promotion de l'emploi et des compétences (ANAPEC)

Brief general presentation

The Agence Nationale de Promotion de l'Emploi et des Compétences (ANAPEC) is a public establishment related to the Ministry of Economic Inclusion, Small Business, Employment and Skills.

ANAPEC's mission is to contribute to the organization and implementation of qualified employment promotion programs, as decided by the government.

ANAPEC is tasked with finding and collecting employment offers and connecting with job seekers. It also facilitates the reception, education and orientation of job seekers, as well as young entrepreneurs.

ANAPEC counsels employers to define the skills they require of employees and to establish professional programs that facilitate integration into working life, in partnership with training establishments.

Services offered to Canadian employers

- Make information available regarding ANAPEC's service offer, skills that are available in the Moroccan labour market, steps to recruit and conditions in bilateral agreements and conventions between Morocco and the employer's country of origin
- Distribute employment offers in the network of 91 local ANAPEC agencies in the international placement portal skills.ma, on social media and in the press
- Screen candidates
- Connect with candidates: ANAPEC organizes the interview between employers and preselected candidates, in-person or virtually, for the final selection according to current procedure and in accordance with the planning agreed upon by the recruiter
- Assist with departures: candidates departing for a job abroad benefit from information sessions prior to their departure to better prepare them to integrate into their host country, with assistance for the completion of administrative steps and organization of departures in collaboration with the employer
- Offer free services

Services offered to candidates looking to obtain a job in Canada

- Make information and tools available (information about the legal framework for migration, living and working conditions in their host country, and language evaluation and development tools)
- Make employment offers available
- Preparation for interviews and connects job seekers with employers
- Preparation for departure

<p>Annual activities, if applicable</p>	<p>Organization of Webinars and participation in Destination Canada Mobility Forum, in person and online.</p>
<p>High-potential talent pools for international recruitment</p>	<ul style="list-style-type: none"> • Hotel industry • Food service industry • Support worker • Management • Sales • Mechanics • Welding • Agriculture
<p>Low-potential occupations for international recruitment</p>	<p>The health and IT sectors are currently under tension; therefore, applications in these fields need to be validated prior to processing.</p>
<p>Websites</p>	<p>skills.ma</p> <p>anapec.org (in French only)</p>





SENEGAL

National Agency for the Promotion of Youth Employment

<p>Brief general presentation</p>	<p>The National Agency for the Promotion of Youth Employment is responsible for the implementation of government policy to promote youth employment. Its mission includes the implementation of integrated information system for the job market, monitoring target groups, facilitating job access, project financing, development and execution of projects and acquisition of professional skills for youth and target groups.</p>
<p>Services offered to Canadian employers</p>	<ul style="list-style-type: none"> • Provide an integrated information system on the labour market • Support the recruitment of young Senegalese talent • Offer advice to employers • Develop and create information sheets for job postings • Publish offers • Make CVs available (profile) • Screen candidates • Assist with communications (dissemination, networking, sharing with news outlets and on social media)
<p>Services offered to candidates looking to obtain a job in Canada</p>	<ul style="list-style-type: none"> • Offer guidance and training • Facilitate mentoring and preparation for the hiring interview • Support the international job search • Support administrative processes • Conduct post-departure follow-ups
<p>Annual activities, if applicable</p>	<ul style="list-style-type: none"> • Bilateral agreements and partnership agreements • "Salon des opportunités d'emplois" job fair and "Semaine annuelle de l'entrepreneuriat" week-long entrepreneurship event
<p>High-potential talent pools for international recruitment</p>	<ul style="list-style-type: none"> • Digital • Agriculture • Building and public works • Tourism • Informal sector • Cultural trades (art, film, design, photography, etc..) • Energy (renewable and fossil)

Low-potential occupations for international recruitment

- Businesses
- Some services (non-digital)
- Extractive industries (mining)

Website

anpej.sn (in French only)





TUNISIA

The National Agency for Employment and Self-Employment (ANETI)

Brief general presentation

The public operator of the Tunisian job market is under the supervision of the Ministry of Vocational Training and Employment.

The primary goal is to stimulate the national and international job markets, respond to the needs of employers in the qualified Tunisian workforce, and offer personalized coaching to candidates during their integration into the workplace. The agency also develops partnerships with lead countries for employment opportunities, and regional and international institutions that operate in the field of professional migration and international placements.

Services offered to Canadian employers

- Offer a network of advisors at the central and regional levels (110 regional employment offices) who are dedicated to international placements
- Ensure representation in France and Qatar for the collection of international job offers
- Make their international website available aneti-international.tn which offers 3 main categories of services:
 - consulting and information services
 - administrative accompaniment of candidates for their international mobility
 - listing of international job offers

Services offered to candidates looking to obtain a job in Canada

- Accompany candidates who are pre-selected by businesses
- Support all of the complementary trainings, if needed, to better meet the needs of the employer
- Assist with candidates' pre-departure preparation (accompaniment, information sessions, facilitation of administrative procedures: passport, affirmation, attestation of exemption, etc..)
- Offer information on host countries, in addition to the instruments and terms to assist in the return

Annual activities, if applicable

- Online and in-person recruitment days with employers from Qatar, France, and Canada
- Online webinars about migration management
- Participation in Destination Canada's digital forum (twice, online)
- First edition of the online employment fair ANETI 2022 (activity that occurred following the COVID-19 pandemic and that included national and international employers)

High-potential talent pools for international recruitment	<ul style="list-style-type: none">• IT• Welder• Cook• Industrial mechanic• Electrical mechanic• Food service industry• Logistics
Low-potential occupations for international recruitment	<ul style="list-style-type: none">• Law• Finance
Websites	National website: emploi.nat.tn International website: aneti-international.tn





TUNISIA

Tunisian Agency for Technical Cooperation (ATCT)

Brief general presentation

The Tunisian Agency for Technical Cooperation (ATCT) is a public body responsible for the execution of State policy in the field of technical cooperation by mobilizing human and institutional skills in the service of international solidarity and development.

ATCT missions are comprised of identification, selection and placement of Tunisian skills abroad, support for candidates, career follow-up, and support for employees and employers. Also, the ATCT executes, within the framework of bilateral and triangular cooperation, capacity building projects for the benefit of developing countries.

Services offered to Canadian employers

- Allow the creation of an account in the employer's space, the repository of employment offers, direct access to a resume database that contains more than 25,000 qualified and experienced applicants, preselection of applications and follow-ups about the recruitment process
- Disseminate announcements through the media, the ATCT website, social media (Facebook, LinkedIn, Twitter, Instagram) and sends correspondence to specialized institutions
- Check diplomas and references
- Offer assistance to employers and foreign partners for program development and the organization of recruitment efforts (in-person or virtual) as well as visits on the ground, and ensures that the necessary human and material logistics are available
- Make hotel reservations, send invitations (SMS or email) to preselected candidates, ensure that offices are available for interviews, etc..
- Assist employers with the delivery of practical tests in specialized centres
- Offer support when negotiating contracts and provide information about local work conditions

<p>Services offered to candidates looking to obtain a job in Canada</p>	<ul style="list-style-type: none"> • Facilitate online registration on the ATCT database and access to online services, comprised of a list of employment offers abroad and professional opportunities in addition to the possibility of applying • Assist with the preparation of CVs and the creation of CVs, which are available in 3 languages • Organize complementary training sessions to reinforce the abilities of candidates in certain positions • Ensure immediate follow-up on applications throughout all steps of the process • Offer pre-departure administrative support for individuals who have been recruited (passport renewal, obtaining official documents, paying for a stamp to exit the country, etc.)
<p>Annual activities, if applicable</p>	<ul style="list-style-type: none"> • Processing of an average of 200 employment offers with 4,000 jobs to fill • Organization of 60 recruitment missions annually • Participation in employment fairs and forums • Organization of 60 to 70 recruitment missions for partners abroad • Between 2,500 and 3,000 people recruited per year • Training for 160 senior staff members abroad to reinforce their skills • Average of 70 experts per year for short- and long-term missions. • Completion of a dozen capacity building projects within the framework of South-South and triangular cooperation
<p>High-potential talent pools for international recruitment</p>	<ul style="list-style-type: none"> • Engineering • Services • Hotel and food service industries • Banking and insurance • Industrial manufacturing • Health • Agri-food industry • Education • ICT • Mechanics • Electrical and electronics • Textiles • Professional training • Aerospace industry

Low-potential occupations for international recruitment

Staff who work in departments related to national sovereignty: defence, national guard, police, justice, etc..

Website

atct.tn

Twitter: @ATCTunisie

Instagram: atct.tunisia

Facebook: @agence.tct

LinkedIn: Agence Tunisienne de Coopération Technique

