



Working



Job market

Some strategies can help newcomers face challenges entering the workforce.

The most common challenges may include:

- Trouble getting your diplomas, qualifications and skills obtained abroad recognized
- Not having work experience in Canada or Québec
- Meeting the requirements of professional orders (engineers, doctors, nurses, etc.)
- Dealing with the language barrier
- Experiencing prejudice or discrimination during the hiring process
- The length of your work permit and renewing your permit.

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This can have several consequences, such as unemployment, deskilling and job insecurity.

These situations can:

- Complicate long-term planning (savings, family planning, etc.)
- Increase uncertainty and stress
- Reduce self-confidence
- Impact personal relationships.

Using employment integration resources

On arrival, these two resources can help you get started and direct you to the right services.

Some CEGEPs and universities can help their students and graduates find a job or provide them with career advice.

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Accompagnement Québec

- Free and personalized public service for immigrants and refugees
- Accessible abroad and throughout Québec
- Access to an integration assistance agent from the MIFI
- Needs assessment (settling in, recognition of skills, employment, french classes, immigration, etc.)
- Personalized action plan
- Support for the specific needs of sponsored refugees
- <https://www.quebec.ca/en/immigration/integration-service-for-immigrants>

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Community organizations offering support to immigrants and refugees

- Free community services for immigrants and refugees
- Information to help you settle in in (RAMQ, SIN, driver's license, daycare registration, finding housing, etc.)
- Referrals to appropriate resources (employment, housing, health, education, etc.)
- Information on Québec society
- Intercultural exchange program
- <https://www.quebec.ca/en/immigration/partners> (select the filter "Accueil, installation, intégration, renseignement et référence")
- <https://www.quebec.ca/en/immigration/partners> (select the filter "installation et accompagnement des personnes réfugiées prises en charge par l'État")

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Getting your skills recognized

In Québec, **many jobs and professions are legally regulated**. To perform them, you must get **authorization** or a **licence**.

- To find out if your profession or trade is regulated, you can use the Qualifications Québec search engine: <https://qualificationsquebec.com/chercher-votre-profession/>
- If your trade or profession is regulated, register for Accompagnement Québec service: <https://www.quebec.ca/en/immigration/integration-service-for-immigrants>

Obtaining a **comparative evaluation of studies done outside Québec** (ECEEHQ) can help you demonstrate your skills to:

- An employer, when you are looking for a job
- An educational institution, if you would like to study in Québec
- A regulatory body.

To find out more about the process and eligibility to financial assistance, see the Government of Québec website:

<https://www.quebec.ca/en/immigration/work-quebec/recognition-skills-acquired-abroad>

"I had trouble finding a job in my field while I was studying, even with a degree and a background in education. In interviews, I got the impression that my experience wasn't recognized. A friend recommended that I get involved with a community organization. The staff there soon recognized my skills and gave me responsibilities. This experience allowed me to get advice, expand my network and build my confidence."

Malika, international student from Senegal



Workplace and rights

Taking the time to get familiar with local practices in the workplace and learn about labour laws can help you feel more confident.

Adjusting to a new workplace

Joining a new workplace can be stressful. Some ways of doing things or expectations may be new to you.

Tips:

- Talk to and build relationships with your colleagues
- Ask questions to improve your understanding and prevent miscommunication
- Get involved with a community organization or volunteer to get familiar with local practices
- Participate in an **Objectif Intégration information session**.



Objectif Intégration information session

- Free 24-hour session offered throughout Québec
- Information about Québec (cultural norms, workplace, etc.)
- Age 18 or older
- Intermediate French required
- Eligibility verification required
- Financial assistance available in some cases
- <https://www.quebec.ca/en/immigration/settle-and-integrate-in-quebec/objectif-integration>

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Asserting your rights

In Québec, all workers have rights, regardless of their migration status.

Different laws regulate working conditions. To find out more, see the toolkit website:

<https://infobienetre.ca/travailler/#connaitre-ses-droits>



Did you know?

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You can work on campus or off campus while you study if certain conditions are met. Check which conditions apply before you start working to protect your status.

To find out more, see the Government of Canada website: <https://www.canada.ca/en/immigration-refugees-citizenship/services/study-canada/work.html>



Did you know?

Asserting your rights at work will not affect your migration status, even if your employer says otherwise.

Here are some tips if you experience a dispute or injustice at work:

- Ask government agencies that promote labour rights or your union (if you have one) for information
- Contact a community organization to talk about your situation and receive confidential support.

To find out more on these resources, see the toolkit website :

<http://infobienetre.ca/travailler/#ressources-de-soutien>

Notes

