



# Global Talent Stream (GTS) LMIA Program

## What is the GTS?

The Global Talent Stream (GTS) is a fast-track stream of the Temporary Foreign Worker Program (TFWP) which launched on June 12, 2017, establishing a two-week standard for the processing of work permit applications for highly skilled occupations. The two categories of the GTS target high-growth companies, and workers in identified in-demand occupations.

## Eligibility Under Two Categories:

Category A Referred : HIGH GROWTH	Category B: IN DEMAND OCCUPATIONS									
<p>You may be eligible for Category A of the GTS if you have been referred to the GTS by one of ESDC’s designated partners and you are hiring unique and specialized talent.</p>	<p>If you are seeking to hire to hire highly-skilled foreign workers to fill positions in occupations founded on the <a href="#">Global Talent occupations list</a>.</p>									
<p>Companies in any sector must first be recommended to the GTS by a designated partner, and need to be identified as high-growth. Designated Partners:</p> <ul style="list-style-type: none"> <li>● Atlantic Canada Opportunities Agency</li> <li>● BC Tech Association</li> <li>● Business Development Bank of Canada</li> <li>● Communitech Corporation</li> <li>● Council of Canadian Innovators</li> <li>● Federal Economic Development Agency for Southern Ontario</li> <li>● Global Affairs Canada’s Trade Commissioner Service</li> <li>● ICT Manitoba (ICTAM)</li> <li>● Innovation, Science and Economic Development Canada – Accelerated Growth Service</li> <li>● MaRS Discovery District</li> </ul>	<p>Companies who can demonstrate a need for global talent to fill high-skilled occupations on the Skills Shortage List, and are willing to pay the employee the prevailing wage or higher, fall into Category B.</p> <p>The following high-demand occupations have been identified as areas in which there is a skills shortage in Canada.</p> <table border="1" data-bbox="820 1480 1421 1822"> <thead> <tr> <th>NOC</th> <th>Occupation</th> <th>Min Req’s</th> </tr> </thead> <tbody> <tr> <td>0213</td> <td>Computer and information systems managers</td> <td>Prevailing wage</td> </tr> <tr> <td>2147</td> <td>Computer engineers (except software engineers and designers)</td> <td>Prevailing wage</td> </tr> </tbody> </table>	NOC	Occupation	Min Req’s	0213	Computer and information systems managers	Prevailing wage	2147	Computer engineers (except software engineers and designers)	Prevailing wage
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<ul style="list-style-type: none"> <li>● National Research Council – Industrial Research Assistance Program</li> <li>● Ontario Ministry of Citizenship and Immigration</li> <li>● Ontario Ministry of Economic Growth and Development</li> <li>● VENN Innovation</li> </ul> <p>Unique and specialized talent is indicated by:</p> <ol style="list-style-type: none"> <li>1. Advanced knowledge of the industry;</li> <li>2. Advanced degree in an area of specialization of interest to the employer; AND/OR</li> <li>3. Minimum of five years of experience in the field of specialized experience; AND</li> <li>4. A highly paid position with a salary of usually \$80,000 or more.</li> </ol>	2171	Information systems analysts and consultants	Prevailing wage
	2172	Database analysts and data administrators	Prevailing wage
	2173	Software engineers and designers	Prevailing wage
	2174	Computer programmers and interactive media developers	Prevailing wage
	2175	Web designers and developers	Prevailing wage
	2241	Electrical and electronics engineering technologists and technicians	\$81,000+
	2283	Information systems testing technicians	\$78,000+
	5241	Digital Media and Design *in addition to the position having an annual salary of at least \$80,000 (\$38.46 per hour) or the prevailing wage (if the prevailing wage is higher), the position must require a minimum of five years of industry experience and require at least one of the following skills or experiences: 3D modeling; virtual and augmented reality; animation, level editing, editor and pipeline software and	\$80,000+



		tools in applicable industry; and, other specialized knowledge of software framework in applicable industry (for example, Unreal 3.0).	
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## **How Long Does the LMIA Take to Process and What is the Application Fee?**

### Two-Week Processing for LMIA's:

ESDC will process Global Talent Stream applications within 10 business days, 80% of the time. The 10-business day service standard begins the day after LMIA application is filed.

### Processing Fee:

\$1,000 to ESDC (Service Canada) per LMIA application

## **What Are the Application Requirements?**

- Prove business legitimacy through supporting docs (CRA info, Business License, etc.)
- New employers to the program must submit at least ONE document to prove legitimacy. Returning employers won't have to submit documents.
- ESDC has discretion to request additional supporting documents as necessary
- Wages must be paid at the prevailing wage or higher
- Wages must be similar to wages paid to CDN and PR employees hired for the same job and work location, and with similar skills and years of experience.

## **Do I Have to Do Recruitment?**

- No minimum recruitment required although Service Canada will ask for evidence of previous recruitment done to find a CDN or PR for the role, so you should have something to show!

## **What's New With the GTS LMIA?**

### Labour Market Benefits Plan

- Requires working with ESDC to complete during the application process; may be monitored for compliance at any time
- Companies must provide very specific and quantitative plans to present to Service Canada.



#### Category A - Referred:

- Mandatory Benefit - you must commit to creating jobs, either directly or indirectly for Canadians and permanent residents

#### Category B - Occupation Listed:

- Mandatory Benefit - you must commit to **JOB CREATION & Increasing Skills and Training Investments** for Canadians and permanent residents
- **Must also include complimentary benefits such as:**
  - job creation
  - investment in skills and training
  - transferring knowledge to Canadians and permanent residents
  - enhanced company performance and implementing best practices or policies as an employer for your workforce.

#### **If I Get A Positive LMIA, How Can I Apply for the Work Permit?**

Once the LMIA is approved, you can seek a work permit for your temporary foreign worker. :

#### Two-Week Processing for Work Permits:

<http://www.cic.gc.ca/english/resources/tools/updates/2017/05261445.asp>

- are applying from **outside** Canada for a work permit and have been approved for a GTS LMIA, the work permit will be processed at a Visa office abroad within 2 weeks.
- If the applicant is **inside** Canada and has can make an application at the port of entry, then the work permit will be issued right away.

#### **The Total time to process the GTS LMIA + Work Permit can be as soon as 1 month**

#### Processing Fee:

\$155 for Work Permit application

#### **Work Permit Exemptions**

Two new work permit exemptions are also in effect as of June 12th:

1. Workers in occupations under NOC 0 & A may enter Canada for one 15-day stay in a six-month period, and may work without a work permit.
2. Researchers undertaking projects in Canada may stay for 120 days in a 12-month period, without requiring a work permit, as long as they are working on a research project at a publicly-funded degree-granting institution or affiliated research institution.