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Global Talent Stream

*Update to CERC –
April 2018*



Employment and
Social Development Canada

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Canada

Background: Global Talent Stream under the TFW Program

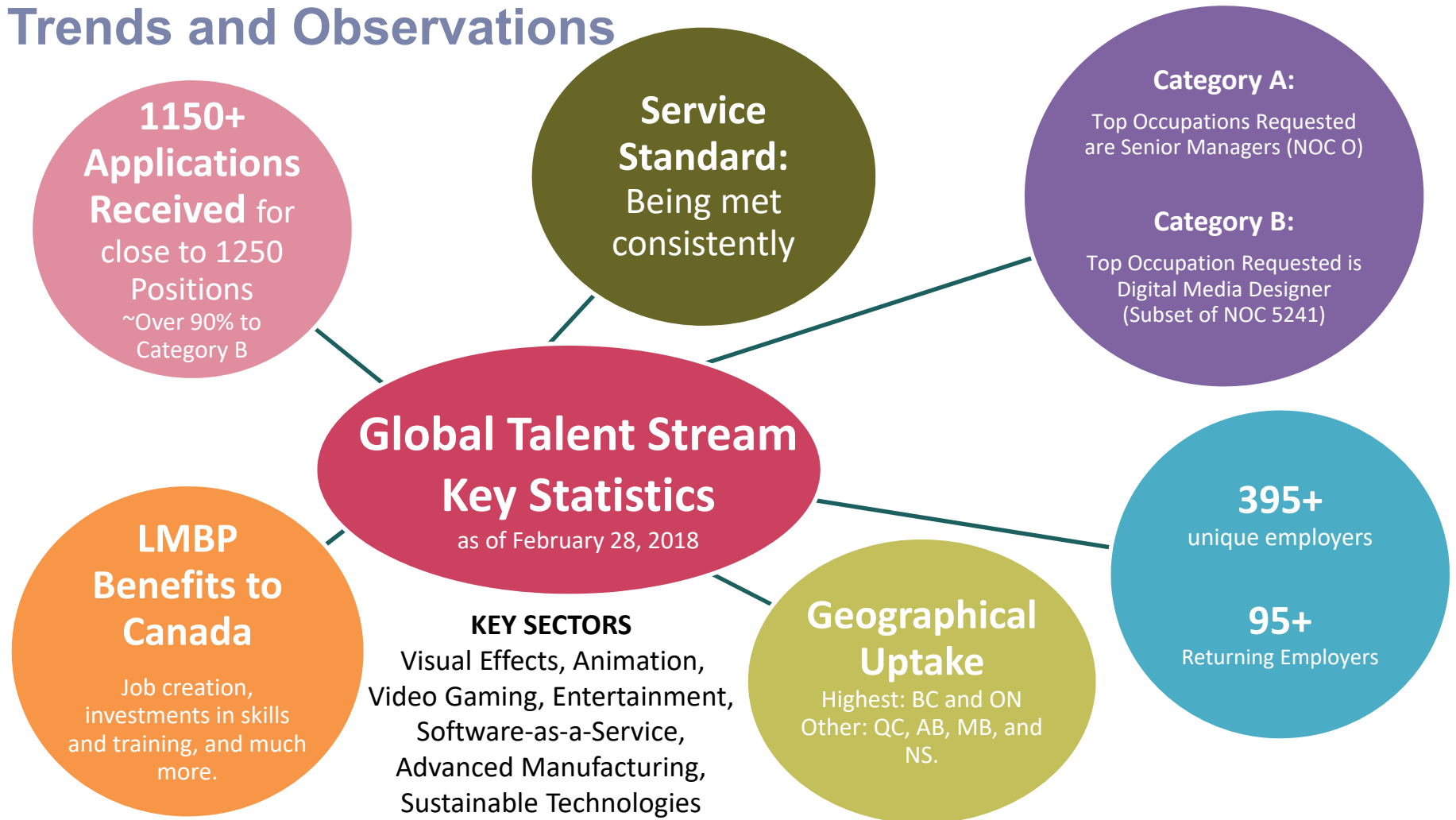
- On June 12, 2017, the Global Talent (GT) Stream pilot launched for a period of 24 months.
- The pilot is one of four initiatives announced as part of the Global Skills Strategy, and provides Canadian companies with facilitated access to highly skilled workers.
- The GT Stream targets two types of Canadian companies:
 - **Category A:** Companies in Canada that are referred to the GT Stream by an Designated Partner because they are innovative and can demonstrate that they have a position to be filled which requires unique and specialized talent in order for the firm to scale-up and grow; and,
 - **Category B:** Companies in Canada that need to hire highly-skilled foreign workers for occupations found on ESDC's Global Talent Occupations List because they have been determined to be in-demand and for which there is insufficient domestic labour supply.

What makes the GT Stream unique?

- **Client-focused service:** Leveraging a team of dedicated analysts to work closely with employers.
- **No minimum recruitment requirements:** Unlike other TFW Program streams, employers are not required to advertise positions for 4 weeks.
- **10 business day service standard for GT Stream applications:** To be met by ESDC 80% of the time.
- **2 week work permit processing service standard:** To be met by IRCC 80% of the time.
- **Labour Market Benefits Plan (LMBP):** All GT Stream employers must demonstrate their commitment to creating lasting benefits for the Canadian labour market via their LMBP.



Trends and Observations



Winter 2018 Consultations

- Consistent with the Government of Canada's commitment to reviewing the GT Occupations List at a minimum annually, the TFW Program consulted with provinces, territories and stakeholders in Winter 2018.
- The renewed engagement on the GT Stream focussed on:
 - Reviewing the 11 high-skilled information, technology and communications (ICT) occupations currently on the GT Occupations List, using the most up to date labour market information (LMI) in order to ensure the Stream remains responsive to the needs of Canadian employers and workers; and,
 - Considering the possible inclusion of select occupations in the Science, Technology, Engineering, and Mathematics (STEM) fields aligned with the Government of Canada's innovation and skills priorities.



ESDC Methodology

- ESDC labour market experts used the same evidence-based methodology for reviewing the occupations as was used to develop the original List.
- In December 2017, the Department made new provincial/territorial 3-year Employment Outlooks publically available, and this new LMI was factored into the review of the GT Stream occupations.
- The 3-year Employment Outlooks are projections of employment prospects at the provincial/territorial level and take into consideration multiple lines of evidence including:
 - ✓ Census / National Household Survey (Statistics Canada);
 - ✓ Labour Force Survey (Statistics Canada);
 - ✓ Canadian Occupational Projections System (ESDC);
 - ✓ E-Data from the Conference Board of Canada;
 - ✓ Job Vacancy and Wage Survey (Statistics Canada); and,
 - ✓ Employment Insurance administrative data (ESDC).



ESDC Methodology - continued

- ESDC analyzed and consulted on the STEM occupations below.

NOC	Occupation	NOC	Occupation
0211	Engineering managers	2134	Chemical engineers
0212	Architecture and science managers	2141	Industrial and manufacturing engineers
2111	Physicists and astronomers	2142	Metallurgical and materials engineers
2112	Chemists	2143	Mining engineers
2113	Geoscientists and oceanographers	2144	Geological engineers
2114	Meteorologists and climatologists	2145	Petroleum engineers
2115	Other professional occupations in physical sciences	2146	Aerospace engineers
2121	Biologists and related scientists	2148	Other professional engineers, n.e.c.
2122	Forestry professionals	2161	Mathematicians, statisticians and actuaries
2123	Agricultural representatives, consultants and specialists	2211	Chemical technologists and technicians
2131	Civil engineers	2212	Geological and mineral technologists and technicians
2132	Mechanical engineers	2281	Computer network technicians
2133	Electrical and electronics engineers	2282	User support technicians

Review of Current GT Occupations List

- Based on the most recent 3-year Employment Outlooks, 8 of the 11 ICT occupations on the GT Occupations List passed the ESDC methodology, suggesting employers seeking to hire high-skilled workers in these occupations will likely face labour shortages in Canada.

NOC	ICT Occupations that passed ESDC Methodology in December 2017
0213	Computer and information systems managers
2147	Computer engineers (except software engineers and designers)
2171	Information systems analysts and consultants
2172	Database analysts and data administrators
2173	Software engineers and designers
2174	Computer programmers and interactive media developers
2175	Web designers and developers
2283	Information systems testing technicians



Review of Current GT Occupations List

- Three (3) of the occupations on the GT Stream Occupations List did not pass the ESDC methodology based on the most recently available LMI.
 - NOC 2241 - Electrical and Electronics Engineering Technologists and Technicians;
 - NOC 5241 - Graphic designers and illustrators; and
 - NOC 5131 - Producers, directors, choreographers and related occupations.
- Under the GT Stream, all three NOCs have minimum wage requirements. In addition, employers seeking TFWs in the subsets of NOCs 5241 and 5131 must demonstrate that their positions require at least 5 years of experience in specific skills.
- The GT Stream has received significant volumes of applications to date for the subsets of NOCs 5241 and 5131, however, it has only received 2 applications for a total of 2 positions in NOC 2241.

STEM Occupations Review

- Using ESDC's evidence-based methodology as well as the recently released 3-year provincial and territorial Employment Outlooks data, only two of the highly-skilled STEM occupations appear to be in-demand and at risk of employers facing insufficient domestic supply:
 - NOC 0211- Engineering Managers; and
 - NOC 0212- Architecture and Science Managers
- In addition, there is insufficient LMI to assess one of the NOC codes relevant to STEM:
 - NOC 2161 - Mathematicians, statisticians and actuaries



Proposed Updates to Global Talent Occupations List

NOC	Draft Updated GT Occupations List with ICT and STEM Occupations
0211	Engineering managers
0212	Architecture and science managers
0213	Computer and information systems managers
2147	Computer engineers (except software engineers and designers)
2171	Information systems analysts and consultants
2172	Database analysts and data administrators
2173	Software engineers and designers
2174	Computer programmers and interactive media developers
2175	Web designers and developers
2283*	Information systems testing technicians
Subset of 5131*	Producer, technical, creative and artistic director, and project manager in the visual effects and videogame fields
Subset of 5241*	Digital media designers

*Skill and/or wage restrictions would remain in place for these occupations

