

Canadian Employee Relocation Council

Response to Employment and Social Development Canada (ESDC)
Proposed Updates to Global Talent Occupations

March 22, 2018



Introduction and Background

- CERC welcomes the opportunity to provide input into these important consultations about possible additions to the Global Talent Occupations
- CERC members represent a broad cross section of Canadian industry
- Over the past several months CERC has been canvassing its members to learn more about the challenges encountered in filling high skill occupations from within the domestic labour market

CERC Recommendations

- Occupations on the current list, and the proposed 12 additions are restricted to STEM & ICT occupations
- In addition to the 12 occupations proposed by ESDC, CERC recommends additional occupations (some of which are STEM & ICT occupations) and an exemption for high skill/ high wage earners, that are not on the GTS Occupations list, be considered
- Additional occupation details, such as duties, skills requirements and job titles will be provided as required by ESDC

Proposed Occupations for Consideration

- Engineering Technologists / Technicians within Mechanical NOC 2232/2241
- Naval Architects (NOC 2148)
- Nuclear Engineers (NOC 2132)
- Project Managers and Project Schedulers with specialization in naval architecture and design

Employers report that it typically it takes 21 – 30 weeks to fill some of these positions, while others exceed nine months

Proposed Occupations for Consideration

- Mathematicians / actuaries / statisticians (NOC 2161)
- Occupations including: Vice-president - financial, communications and other business services; executive vice-president financial, communications and other business services (NOC 0013)
- Vice-president, goods production, utilities, transportation and construction; marketing (NOC 0016)

Proposed Occupations for Consideration

- Textile Technologist (2233)
- Garment Designer, Fashion Designer, Fabric Designer, Textile Technician (5243)
- Retail Buyer (Merchant) (NOC 6222/6233)
- Merchandise Purchasing Manager (NOC 0113)
- Retail Sales Manager – eCommerce (NOC 0621)
- Manager, Manufacturing; (NOC 0911)
- Analyst, Business Methods; (NOC 1122)

Employers report these occupations go unfilled for several months, or remain vacant

Proposed Occupations for Consideration

- Physicists and Astronomers NOC 2111

Based on information taken from the Department of Employment and Social Development Canada (ESDC) the employment outlook has not been assigned to this occupation due to low levels of employment. High education and skill (research calibre) requirements for this specialized occupation extremely limits the labour supply.

Proposed Occupations for Consideration

Data Scientist (currently no appropriate NOC exists)

- A data scientist represents an evolution from the business or data analyst role. While similar, what sets the data scientist apart are business skills coupled with a solid foundation in technology and analytics.
- Data scientists can influence how an organization approaches business challenges that will have the most value to the organization. This function is probably the most important role in any organization's Big Data journey

SIMILAR JOB TITLES

- Data Scientist
- Data Engineer
- Information / data architect
- Data Specialist
- Principal data engineer
- VP/director of data management

Proposed Occupations for Consideration

NOC 2016: NOC 2283 is currently classified as a skill level B occupation, requiring college education or apprenticeship training.

CHALLENGE: With the acceleration and proliferation of emerging technologies, the Test and QA profession has had to evolve rapidly, requiring a minimum university degree education to enter the profession. Together with the complexity of today's IT environments, employers and IT services vendors are experiencing ongoing challenges to find professionals with the right skills.

RECOMMENDATION: Include NOC 2283 Test & Quality Assurance in the Global Talent Skills stream pilot program.

NOC 2283 Illustrative example(s)

- application tester
- application testing technician
- software test co-ordinator
- software tester
- software testing technician
- systems tester
- systems testing technician
- user acceptance tester

[All examples](#)

Exclusion(s)

- Computer engineers (except software engineers and designers) (2147)
- Computer network technicians (2281)
- Computer programmers and interactive media developers (2174)
- Information systems analysts and consultants (2171)
- Software engineers and designers (2173)
- User support technicians (2282)
- Web designers and developers (2175)

Main duties

- Information systems testing technicians perform some or all of the following duties:
- Develop and document software testing plans
- Install software and hardware and configure operating system software in preparation for testing
- Execute, analyze and document results of software application tests and information and telecommunication systems tests
- Develop and implement software and information system testing policies, procedures and scripts.

Employment requirements

- Completion of a college program in computer science, computer programming or network administration is usually required.
- College or other courses in computer programming or network administration are usually required.
- Certification or training provided by software vendors may be required by some employers.

Additional information

- Progression to computer programming, interactive media development, Web development or systems analysis is possible with experience.

<http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=136582&CVD=136586&CPV=2283&CST=01012011&CLV=3&MLV=4>

Additional Considerations

- Include a provision within the Global Talent Stream that would allow senior and skilled employees (in any occupation not listed in the GTS occupation list) earning an annual salary at or above \$175,00 per annum, to qualify for entry under the Global Talent Stream