HOW TO BRING TOP GLOBAL TALENT TO CANADA

Canada has gained an international reputation for enabling global talent recruitment. In fact, in early 2021, the prestigious management firm Boston Consulting Group named Canada the #1 destination for global talent. This reputation is built on exceptional business-friendly immigration programs that can help your company attract, retain and relocate the world’s best international talent to Canada.

WHICH PROGRAM WORKS FOR YOU? HERE’S HOW TO DECIDE:

What are you trying to do?

I want to START a company in Canada.

Excellent. The Start-up Visa Program might be perfect for you!

I want to EXPAND my company in Canada.

Great! Do you need a few top recruits to start? Or do you need to move LOTS of existing stuff to Canada?

I want to transfer a lot of people.

The more the merrier! The Intra-company Transfer Program fits the bill. It allows your company to bring in tons of talent so long as they’re executives, senior management or specialized knowledge workers. Those employees who qualify under the Global Talent Stream program qualify for two week visa processing. Are you moving employees from the United States or Mexico? You might be able to skip the Labour Market Impact Assessment.

I just need to hire a few new people.

OK. Are we talking tech talent or leaders/managers? Or both?

TECH TALENT

The Global Talent Stream is what you want! The bonus: tech talent like software engineers, computer programmers, and more, don’t even need a referral!

LEADERS AND MANAGERS

Just as with tech talent, the Global Talent Stream is probably right for you. However, this class of employees requires a referral from an organization like ours, and the process is a bit more stringent.

BOTH

The Global Talent Stream works here, too. You’ll have to seek referrals for some employees, but not others. Oh, and super bonus: work permits under the Global Talent Stream can be processed in as little as two weeks.

Waterloo EDC is an official referral partner for the Global Talent Stream.

No matter which program is right for your company, Waterloo EDC can help. We will assist you with identifying the right program, provide an official referral to the Global Talent Stream and introduce you to top immigration professionals who will help you navigate eligibility, paperwork and more.

CONTACT US TO LEARN MORE

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BUSINESS IMMIGRATION IN CANADA

TERMINOLOGY
A summary of terms you're likely to hear if you’re bringing talent to Canada.

GLOBAL SKILLS STRATEGY
The overarching program that includes the Global Talent Stream. The Global Skill Strategy promises a high standard of service to applicants, short-term work permit exemptions for skilled workers and top research talent and dedicated staff for employers making significant investments. If a company is eligible for referral, they will be assigned a dedicated account manager who will help support their immigration needs.

GLOBAL TALENT STREAM
The flagship business immigration program in Canada. The Global Talent Stream promises a streamlined approach for bringing high-skill and/or leadership-level employees into Canada. In some cases, applicants need a referral partner like Waterloo EDC.

CATEGORY A AND CATEGORY B
Workers entering Canada under the Global Talent Stream fall under two categories. Category A includes unique and specialized positions, including senior management or researchers in niche fields, and requires a referral from an organization like Waterloo EDC. Category B includes 12 types of occupations in tech and science – software engineer, computer programmer, etc. – and does not require a referral.

LABOUR MARKET IMPACT ASSESSMENT (LMIA)
A LMIA is a document you may need before bringing a foreign worker to Canada. The purpose of this document is to show that there is a need for a foreign worker to fill the job and that no Canadian worker or permanent resident could do it. Once a company gets the LMIA their worker can apply for a work permit, but not every foreign worker requires an LMIA.

TEMPORARY FOREIGN WORKER PROGRAM (TFW)
The overarching term for all business-related immigration, including agriculture workers, caregivers, academics, express entry and the Global Talent Stream.

START-UP VISA PROGRAM
A program for entrepreneurs who want to start their business in Canada. The Start-up Visa Program offers permanent residence to qualified immigrant entrepreneurs and links them with private sector investors who will help establish their startup business. In this case, private sector investors include angel investors, venture capital funds and business incubators like The Accelerator Centre in Waterloo.

INTRA-COMPANY TRANSFER PROGRAM
This program allows employers with operations within Canada to bring international employees to Canada as transferees. These workers must fall into one of three categories: executives, senior managers and workers with specialized knowledge. In certain circumstances, these transferees are exempt from the LMIA requirement, which simplifies the process especially when bringing a large number of employees into the country.