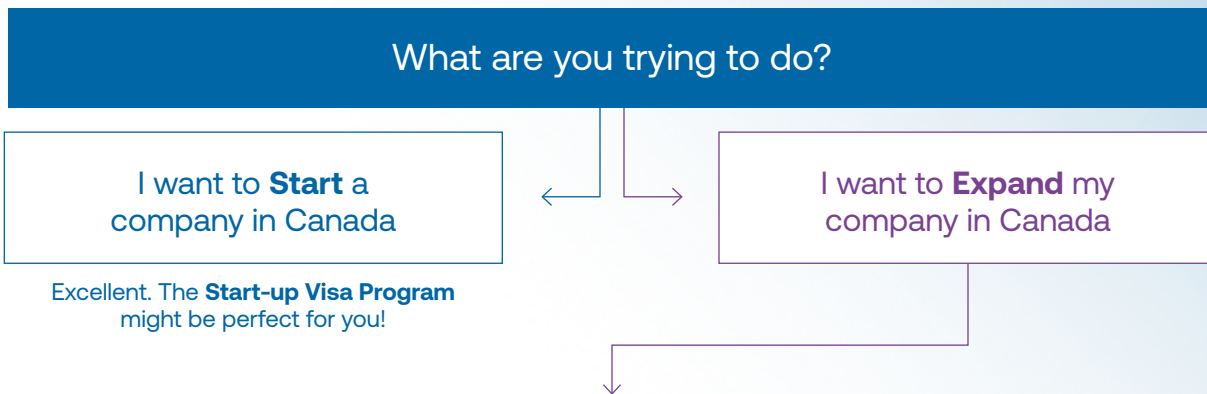


Bringing Top Talent to Canada

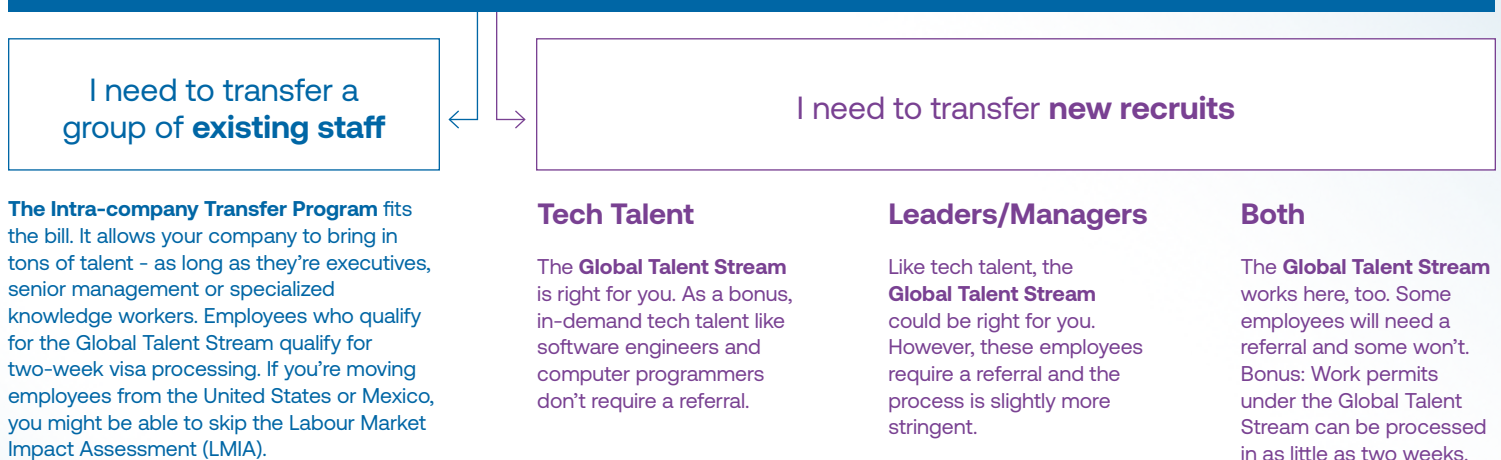
A decision tree for choosing an immigration program for your business

Canada has an international reputation for attracting top global talent, with business-friendly immigration programs that make it easy for businesses to attract and retain the world's best talent. Discover which program is right for your business.

Use the decision tree below to guide your next steps



Who do you need to transfer to your Canadian office?



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

Whichever path you take, Waterloo EDC can help. We'll assist you with identifying the best program for your needs, provide an official referral to the Global Talent Stream and introduce you to top immigration experts who can help you navigate eligibility, paperwork and more.

Canadian Business Immigration Programs

Bringing talent to Canada?

Here are some terms you'll likely hear.

Global Skills Strategy

The Global Skills Strategy (GSS) helps eligible businesses access skilled workers from around the world. It 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, it will be assigned a dedicated account manager to support their immigration needs.

Global Talent Stream

As the flagship business immigration program in Canada, the Global Talent Stream (GTS) offers a streamlined process for bringing highly skilled and/or leadership-level employees into Canada. In some cases, applicants may require an official referral partner, such as Waterloo EDC, to proceed with the application.

Temporary Foreign Worker Program

The Temporary Foreign Worker (TFW) Program allows Canadian employers to hire foreign workers to fill temporary jobs when qualified Canadians are not available. It encompasses all types of business-related immigration, including agricultural workers, caregivers, academics, as well as specific programs like Express Entry and the Global Talent Stream.

Express Entry

Express Entry is an online application system for skilled workers. Three immigration programs are managed through Express Entry: Canadian Experience Class for skilled workers who have Canadian work experience; Federal Skilled Worker Program for skilled workers with foreign work experience; and Federal Skilled Trades Program for individuals qualified in a skilled trade.

Category A and Category B

Workers applying through the Global Talent Stream fall under two categories. Category A includes unique and specialized positions, including senior management or researchers in niche fields, and it requires a referral. Category B includes 12 types of occupations in tech and science, including software engineers and computer programmers, and does not require a referral.

Intra-Company Transfer Program

The Intra-Company Transfer Program (ICT) allows businesses operating in Canada to transfer international employees to their Canadian office(s). Eligible transferees must fall into one of three categories: executives, senior managers or workers with specialized knowledge. In some cases, transferees are exempt from Labour Market Impact Assessment (LMIA) requirements, which can speed up the transfer process.

Labour Market Impact Assessment

A Labour Market Impact Assessment (LMIA) is a document you may need before bringing global talent to Canada. It confirms that there is a legitimate need for a foreign worker and that no Canadian citizen or permanent resident is available to fill the position. Once an LMIA is secured, the foreign worker can apply for a work permit. However, not every foreign worker requires an LMIA.

Start-up Visa Program

Created for entrepreneurs who want to start their business in Canada, the Start-up Visa Program (SUV) offers permanent residency to qualified immigrant entrepreneurs. The program connects them with private-sector investors, such as angel investors, venture capital funds and business incubators, to assist in establishing their start-up businesses in Canada.

“When we were bringing global talent to Canada, Waterloo EDC helped make immigration as easy as all the government brochures say it is.”

Richard Henkel
Founder, Odyssey Interactive