

# IRCC VIRTUAL LEARNING SERIES FOR EMPLOYERS

Learn about Canada's economic  
immigration programs



## IRCC National Learning Series Global Skills Strategy (GSS)

November 2023

\*\*Cette présentation est disponible en français ou en anglais sur demande /  
This presentation is available upon request in English or French.

# TEER Categories

## Training, Education, Experience and Responsibilities (TEER) Categories

TEER 0	<ul style="list-style-type: none"><li>• Management responsibilities</li></ul>
TEER 1	<ul style="list-style-type: none"><li>• University degree (bachelor's, master's or doctorate)</li></ul>
TEER 2	<ul style="list-style-type: none"><li>• Supervisory responsibilities</li><li>• College diploma (two or more years)</li><li>• Apprenticeship training (two or more years)</li></ul>
TEER 3	<ul style="list-style-type: none"><li>• College diploma (less than two years)</li><li>• Apprenticeship training (less than two years)</li><li>• More than six months of on-the-job training</li></ul>
TEER 4	<ul style="list-style-type: none"><li>• Completion of high school diploma</li><li>• Several weeks of on-the-job training</li></ul>
TEER 5	<ul style="list-style-type: none"><li>• Short work demonstration and no formal educational requirements</li></ul>

[Click here to 'Find your NOC'](#)



## Advice on NOC

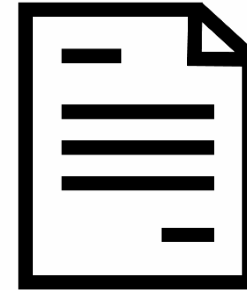
- Take advantage of the [NOC tutorial](#)
- You can search by keywords or sector of activity if required
- Try typing similar job titles
- Make sure the main duties listed match the work to be performed
- The job's classification in the TEER category play a decisive role in hiring foreign workers.

# What is a Labour Market Impact Assessment?

A [Labour Market Impact Assessment \(LMIA\)](#) is a document that an employer in Canada **may** need to get before hiring a foreign worker.

An **LMIA** confirms:

- ✓ there is a need for a temporary foreign worker, and
- ✓ no Canadians or permanent residents are available to do the job



To apply for a **work permit**, an **LMIA** is required (unless exempt)

# Global Skills Strategy

The  
**Global Skills  
Strategy**  
has given  
**Canadian employers**  
fast and reliable  
access to top talent  
from around the world.



Immigration, Refugees  
and Citizenship Canada

Immigration, Réfugiés  
et Citoyenneté Canada

Canada

# Global Skills Strategy: Four Pillars

IRCC	<b>Priority Processing</b>	Work permits for high-skilled talent will be processed on a priority basis.
	<b>Short-Term Work Permit Exemptions</b>	Skilled workers and top research talent able to come work in Canada for short periods with less red tape.
	<b>Dedicated Service Channel</b>	Departmental staff ready to guide employers making significant investments through the immigration process.
ESDC	<b>Global Talent Stream</b>	Processing Labour Market Impact Assessments for select Canadian employers in 14 business days while tracking benefits for Canadians on job creation, knowledge and skills training investments

## PRIORITY PROCESSING

<b>Purpose</b>	To provide priority processing for high-skilled workers under the International Mobility Program, their spouses and family members, as well as those under the Global Talent Stream.
<b>Eligibility Criteria</b>	<ul style="list-style-type: none"><li>• E-Application submitted outside of Canada; <b>and</b></li><li>• Foreign national has an employer-specific job offer in a managerial or professional position and is exempt from the requirement for a Labour Market Impact Assessment; <b>or,</b></li><li>• Foreign national has obtained a Labour Market Impact Assessment through ESDC's Global Talent Stream.</li></ul>
<b>Expected Outcomes</b>	<ul style="list-style-type: none"><li>• Improved speed and responsiveness in case processing;</li><li>• Greater predictability for both employer and prospective employees;</li><li>• Canadian employers gain an edge in recruitment;</li><li>• Canadian workers benefit from knowledge transfer and new economic opportunities.</li></ul>

# SHORT-TERM WORK PERMIT EXEMPTIONS

## Purpose

To allow short-term entry for high-skilled workers (up to 30 days) and researchers (up to 120 days).

## Eligibility Criteria

### High-skilled workers:

- Foreign nationals in professional and managerial occupations (NOC skill type 0 or skill level A);
- Coming to perform work for up to 15 or 30 consecutive calendar days and have not been granted an exemption under this public policy in the last 6 or 12 months

### Researchers:

- Coming to perform research at a Canadian publicly-funded, degree granting institution or affiliated research institution;
- Coming to perform work for up to 120 days and have not been granted an exemption under this public policy in the last 12 months

## Expected Outcomes

- Reduced administrative burden on employers and research institutions that need workers on a short-term basis to meet deadlines, expand operations or perform research.



## DEDICATED SERVICE CHANNEL

The Dedicated Service Channel (DSC) provides **select employers making significant investments in Canada** or **top academics** with personalized client service to facilitate their immigration needs.<sup>1</sup> Eligible companies are linked with a dedicated “account manager” who can provide the following range of services:

### Purpose

#### IN-SCOPE SERVICES

- ✓ *Strategic information and guidance on a wide range of available immigration programs.*
- ✓ *Case-specific guidance and troubleshooting (where authorized).*
- ✓ *Status updates on an application.*

#### OUT OF SCOPE SERVICES

- x *Assessing Labour Market Impact Assessment (LMIA) exemptions.*
- x *Processing applications.*
- x *Faster processing (unless foreign national meets the eligibility criteria for two-week Global Skills Strategy processing, where applicable).*

### Access to the DSC

Only companies or research chairs that are referred by designated **referral partners**, established via Memoranda of Understanding (MOUs), can access the DSC.

### Expected Outcomes

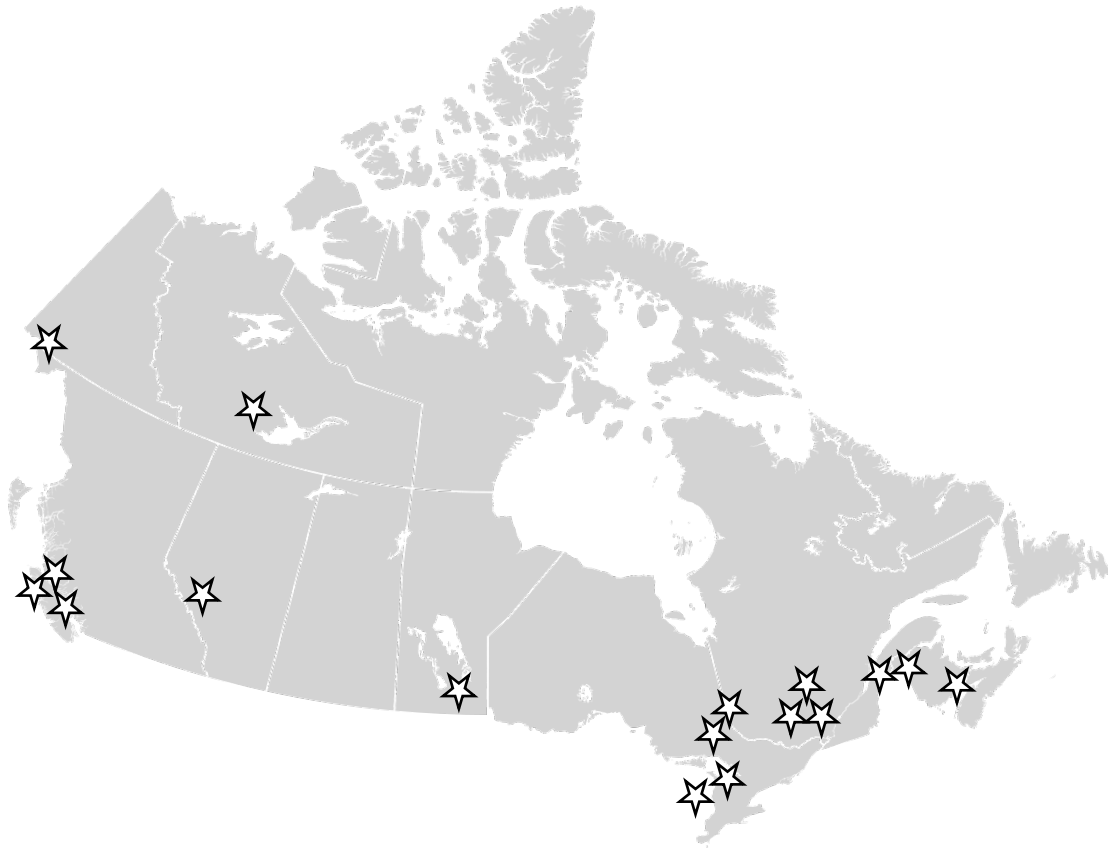
- Companies are incentivized to invest in and/or relocate to Canada.
- Companies are provided with tailored client service and information to navigate the immigration system.

<sup>1</sup> The DSC is not responsible for processing applications.

# Global Skills Strategy: Four Pillars

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# IRCC's Outreach Officer Network



- Provide information sessions to employers
- One-on-one meetings with employers to discuss potential pathways
- Assist with questions during application submission and processing
- Collect insight to inform immigration programs

Contact us  
[promotion@cic.gc.ca](mailto:promotion@cic.gc.ca)

## Want to learn more?

- [Virtual Learning Series](#)
- IRCC's Official Website – [www.canada.ca/immigration](http://www.canada.ca/immigration)
- ESDC Employer Contact Centre – [1-800-367-5693](tel:1-800-367-5693)
- IRCC Outreach Officers Inbox – [promotion@cic.gc.ca](mailto:promotion@cic.gc.ca)

# Need More Information?



[canada.ca/hire-immigrants](https://canada.ca/hire-immigrants)



[Infosheets - Canada's economic immigration programs](#)



[Come to Canada Tool](#)



[Employer's Roadmap to hiring and retaining internationally trained workers](#)



[Find the information you're looking for on our website by using our new employer tool](#)

