



Recruitment: Going Global?

What you need to know about
Immigration and Relocation

Today

1. A Tale of Two Candidates
2. Immigration considerations:
 - Options
 - Determine the best option
3. Relocation considerations:
 - Salary and Benefits
 - Tax
 - Family issues



Our tale begins...

The company

- Software products company
- Headquartered in Vancouver
- Searching for a Software Engineer
- Assigns Michelle as the recruiter



Search details

- Posted on:
 - the company website
 - T-Net
 - Monster
 - Workopolis
 - Newsgroup for the international computing industry
- Reviewed: 100 resumes
- Interviewed: 15 candidates



Top candidates

Two on the shortlist:

- Both non-Canadians
- Both technically qualified
- Both possess specialized knowledge and experience in the company's industry and technology



Pratap

- Citizen of India living in the U.S.
- Married to Neela (not currently working)
- Two kids (who attend private school)
- Situation: Expat family whose assignment in the U.S. is coming to an end



Geoff

- Citizen of the United Kingdom
- Common-law partner Sarah (a nurse)
- One dog
- Situation: Easygoing couple who love to travel



Immigration considerations

- Evaluate immigration options before go any further
- Don't want to proceed, then realize the candidate doesn't qualify
- Can be more than one route; choose the best one for the situation and factor in:
 - effort
 - processing times
 - personality
 - family



Options

- Labour Market Opinion through Service Canada
 - Explain recruitment efforts and benefits to Canada
- Facilitated Processing for IT Workers
 - Covers 7 specific IT positions and requirements
- NAFTA Professional
 - 63 specific professions and requirements
- BC Provincial Nominee Program
 - Work permit and Permanent Residency



Assess

	Pratap	Geoff
LMO	<input checked="" type="checkbox"/> Unique skills and knowledge <input checked="" type="checkbox"/> Benefits to Canada	<input checked="" type="checkbox"/> Recruitment efforts
IT Worker	<input checked="" type="checkbox"/> Job description Match to Software Products Developer, NOC 9990.6	<input checked="" type="checkbox"/> Education <input checked="" type="checkbox"/> Experience
NAFTA	<input checked="" type="checkbox"/> Citizenship does not qualify ? If U.S. or Mexican, maybe Engineer?	
BC PNP	<input checked="" type="checkbox"/> BC is destination province <input checked="" type="checkbox"/> Recruitment efforts	<input checked="" type="checkbox"/> Unique skills and knowledge <input checked="" type="checkbox"/> Benefits to BC



Process

	Pratap	Geoff
LMO	1) Service Canada 2) Canadian Consulate <ul style="list-style-type: none"> • Work permit and TR Visa 	1) Service Canada 2) Canadian Consulate or Port of Entry (POE)
IT Worker	Canadian Consulate <ul style="list-style-type: none"> • Work permit and TR Visa 	Canadian Consulate or Port of Entry (POE)
NAFTA	n/a but if it was, then Canadian Consulate or Port of Entry	
BC PNP	1) BC PNP nomination 2) Canadian Consulate <ul style="list-style-type: none"> • Work permit and TR Visa 3) Canadian Consulate <ul style="list-style-type: none"> • Permanent Residency 	1) BC PNP nomination 2) Canadian Consulate or POE <ul style="list-style-type: none"> • Work permit 3) Canadian Consulate <ul style="list-style-type: none"> • Permanent Residency



What's the best option?

- IT Worker
- Can always fall back on
 - LMO
 - BC PNP



Relocation considerations

- Complex once you look beneath the surface
- Myriad of legal, tax, money, personal issues involving:
 - finances
 - family
 - personality



Approach

Make your candidate feel like you understand and care

- Be sensitive!
 - Be aware of the cultural differences between the candidate's home country and Canada
- Explain everything
 - Don't assume your candidate knows how things work in Canada
- Over-information is better than under-information
 - The more you provide up front the better (relevant information)
- Be realistic
 - Don't over emphasize the positives or hide the negatives



Salary

- Company's compensation philosophy and how the salary was determined
 - what is "fair to local market"?
 - What does "keeping an employee whole" mean?
- Statutory deductions (Tax, EI, CPP)
 - potentially higher taxes, but lower mandatory contributions to Employment insurance, Health Insurance and Pension
- Canadian tax system and tax credits
 - Non-working spouses, child tax credits, etc.



Salary

- Payment cycle (semi-monthly, bi-weekly)
 - Impact on cash flow considerations
- Number of pay periods
 - Canadian annual salaries = 12 months
 - In some countries, salaries based on 13 months. Be careful if negotiating “monthly” salary.
- Provide cost of living information
 - Very helpful if candidate lives in a more expensive location



Benefits

- Provincial health care (MSP)
 - Cost to employee, if any
 - Services are covered
- Company benefits plan: extended health, dental
 - Employee contributions, if any
 - What benefits are covered and payment/reimbursement process
- Insurance: Life, AD&D, short- and long-term disability
 - could be a benefit the employee has not had in the past or used to a very different model



Benefits

- RRSP
 - Similar system in U.S. (401K)
 - Some countries have similar system (rare), others have different mechanics
 - Tax benefit
 - Have alternative for 1st year: RRSP eligibility based on previous year's income, which does not exist in year 1



Tax

- Provide general information to create awareness
 - Avoid getting involved in discussing personal situations
 - Impact on personal tax situation (eg. Investments, stock options, property)
- Children and marriage
 - Tax credits for family likely very different
- Get professional advice
 - Tax consultation with an international tax consulting firm
 - Do not use your in-house tax accountant
 - Assistance with filing 1st year tax return in Canada and for home location



Anticipate FAQs

- Spousal employment
- Housing
 - neighbourhoods
 - hot housing market
- Schools
 - special needs
- Pets



Who should we make the offer to?



Save Time. Effort. Money.

Be prepared:

- Competitive relocation policy
- Consistent processes and templates
- General Information for the candidate
- Help: consultants and service providers



??? Questions ???

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Thank you!

