



# Playing in the Global Talent Market: Recruitment & Immigration Insights

HR Tech Group  
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# Agenda

1. Global Recruitment
2. Immigration
3. Testing your knowledge



# Global Recruitment

## The Basics...

- Learn about your industry globally
- Document your findings
- Apply your local best practices abroad
- Be creative in finding other sourcing channels
- Be culturally sensitive



# Geographical Target Market

## Research

- Industry Hot Spots
  - Universities, Competitors, Customers...
- Immigration Implications
  - Processing Times!
- Employment Standards
  - Notice Periods, Recruitment process
- Cultural Barriers
  - customs, language ...
- Lifestyle
  - cost and quality of living, climate...





# Sourcing

- Employee referrals
- Competitors
  - non-compete clauses potential barrier
  - Observe company policies
- Education establishments
  - New grads, alumni, guest-speakers, teachers...
- Offices/Subsidiaries abroad
  - Potential for intra-company transfers
  - Utilize local network



# Sourcing

- **Headhunters/Agencies**
  - consider local recruitment standards and customs
- **Internet Research**
  - job boards & databases
  - online networks (LinkedIn, Xing, MySpace etc.)
- **Associations, conferences and publications**



# Closing the Deal



- Information about Vancouver
- Interview/Look & See Trip (with spouse)
- Orientation Tour (real estate, schools ...)
- Meet the team
- Social Event (team dinner)
- Relocation Buddy



# Closing the Deal

- Experience the work environment
  - Salary and benefits overview
  - Relocation package
  - Immigration & relocation consultation
  - Pre-move tax consultation
- Explain everything and assume nothing. Paint a realistic picture!



# Immigration Considerations

- Evaluate immigration options at each stage
- Make sure the candidate qualifies before proceeding
- Can be more than one route; choose the best one for the situation and factor in:
  - effort
  - processing times
  - personality
  - family



# Labour Market Opinion



Service  
Canada

## Foreign Worker Application

- Company Information
- Job details
- Recruitment Efforts
- Benefits to Canada

Labour Market  
Opinion



Citizenship and  
Immigration Canada

## Work Permit Application

### Upon Entry

- Passport
- LMO

### Consulate

- Application form
- LMO

- Police check
- Medical exam

Work Permit



# IT Workers Program

## Position

- Senior Animation Effects Editor
- Embedded Systems Software Designer
- MIS Software Designer
- Multimedia Software Developer
- Software Developer – Services
- Software Products Developer
- Telecommunications Software Designer

## Requirements

- Education
- Experience
- Products and Technologies
- Salary

## Work Permit Application

### Upon Entry

- Application letter
- Passport
- Degree/Diploma
- Resume
- Offer letter

### Consulate

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- Police check
- Medical exam

## Work Permit



# NAFTA Professionals

## Citizenship

- USA
- Mexico

## Position and Requirements

- See list of 63 specific positions
- Examples:
  - Accountant
  - Chemist
  - Computer Systems Analyst
  - Economist
  - Engineer
  - Graphic Designer
  - Lawyer

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## Work Permit



# Intra-Company Transferee

## Company Affiliation

- Subsidiary/Head Office
- Sister Companies

## Employment

- 1 year in the last 3 years

## Position

- Executive/Manager
- Specialized Knowledge worker

## Work Permit Application

### Upon Entry

- Application letter
- Passport
- Org Chart
- Degree/Diploma
- Resume
- Tax or Pay slip

### Consulate

- Application form
- Application letter
- Passport
- Org Chart
- Degree/Diploma
- Resume
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- Police check
- Medical exam

## Work Permit

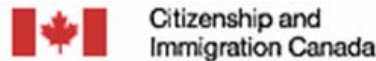


# BC Provincial Nominee Program

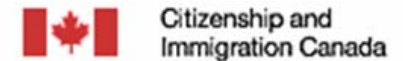
**1**



**2**



**3**



## BC PNP Application

- Company information
- Job information
- Employee information
- Recommendation letter
- Fee Payment
- Permanent Resident forms

BC PNP Nomination

## Work Permit Application

### Upon Entry

- Passport
- Nomination support letter

### Consulate

- Application form
- Nomination support letter

Work Permit

## Permanent Resident Application

### Consulate

- Permanent Resident forms
- Identity documents
- Photos
- Fees

- Police check
- Medical exam

Permanent Resident visa



# Timely programs



- Regional Occupations Under Pressure
  - Check the list
- Temporary Foreign Worker Unit
  - Confirmation-exempt applications (eg. NAFTA, Intra-company transferees)
  - Pre-screening
  - Pilot program



??? Questions ???



# Thank You!

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