

LABOUR MARKET BENEFIT PLAN: CATEGORY B

Company Name:

LMBP Number:

Date Created:

Date Updated: Click here to enter a date.

LABOUR MARKET BENEFIT PLAN												
By using the Global Talent Stream, _____ agrees to monitor and track the benefits and activities included in this Labour Market Benefit Plan (LMBP) document. _____												
_____ also consents to providing ESDC with updates on progress regarding LMBP commitments, including results achieved, and company characteristics every 6 months for the duration of the LMBP. _____												
COMPANY DESCRIPTION												
_____ is based in Vancouver BC and specializes in : _____												
The temporary foreign worker (TFW) has extensive knowledge and experience in the v. _____												
TEMPORARY FOREIGN WORKERS REQUESTED												
LMIA Number	Number of Positions			Position Title and NOC Code	Duration (Days)	Estimated Start Date						
	1			Software Engineer 2173	730	ASAP						
COMPANY CHARACTERISTICS (AT WORK SITE)												
	Date of Initial Application				6 Month Update				12 Month Update			
	Overall		In Technical Role		Overall		In Technical Role		Overall		In Technical Role	
	#	%	#	%	#	%	#	%	#	%	#	%
Total # of Employees			0									
Female Employees		33		0%								
Male Employees		66		0%								
CATEGORY B												
Mandatory Benefit: Investment in Skills and Training <i>Invest in skills and training for Canadians and permanent residents to strengthen the labour market</i>												
Activity #1: Paid co-op or internship programs.												
Start Date: 2018-01-01						End Date: 2019-10-02						

Commitment:

relationships with _____ is committed to leveraging its existing _____ to hire 2 Interns for a 4 to 6 month duration during 2018 and 2 Interns in 2019. Qualifying applicants will be 3rd or 4th year Grad Students studying programing sciences. Consideration will also be given to 3rd or 4th year students should a proper fit be identified. _____ is committed to paying an annual salary within the range of \$36,000.00 to \$45,000.00 prorated/ _____ is committed to growing internally, and will offer job opportunities to these Interns should their existing, and soon to be developed skillset align with the position requirements. The Interns will the opportunity to work with the TFW during the 4 to 6 month periods beginning in January 2018, June 2018, January 2019 and June 2019.

Committed Target(s):

- Hire 2 Interns each year during this 2 year Labour Market Benefit Plan, for a total of 4 Interns. More specifically, Interns will be brought on in January 2018, June 2018, January 2019 and June 2019.
- Transition as many Interns to permanent positions as possible, based on skillset, availability, and operational need.

At the scheduled 6 month check-in _____ will provide ESDC with copies of Internship contracts and/or records of employment as evidence that commitments are on track and/or being met.

Actual Results:

<i>Date of Update</i>	<i>Description:</i>	_____ (initial) _____
<i>Date of Update</i>	<i>Description:</i>	_____ (initial) _____
<i>Date of Update</i>	<i>Description:</i>	_____ (initial) _____

Activity #2:

Establishing educational partnerships with local or regional post-secondary institutes or with other organizations that are supporting skills and training.

Start Date: 2018-01-02

End Date: 2018-02-02

Commitment:

_____ commits to pursuing the Student Work-Integrated Learning Program (SWILP) program within the next 6 months to hire a candidate with developer and business skills in order to grow the service side of the business should a proper fit be identified _____ would be seeking candidates with a skill set in _____ as well as full Stack Developers and is committed to paying an annual salary within the range of \$45,000.00 to \$50,000.00 prorated.

Committed Target(s):

- Access the SWILP Program in the next 6 to 7 months and hire 1 person should a suitable candidate be identified.
- Paying an annual salary within the range of \$45,000.00 to \$50,000.00 prorated.

At the scheduled 6 month check-in _____ will provide ESDC with employment records and/or agreements, as evidence that commitments are on track and/or being met.

Actual Results:

<i>Date of Update</i>	<i>Description:</i>	_____ (initial) _____
<i>Date of Update</i>	<i>Description:</i>	_____ (initial) _____

<i>Description:</i>		<i>(Initial)</i> _____
Activity #3:		
Establishing educational partnerships with local or regional post-secondary institutes or with other organizations that are supporting skills and training.		
<i>Start Date: 2017-10-02</i>	<i>End Date: 2018-02-02</i>	
Commitment:		
<p>_____ commits to pursuing the BC Tech Co-op Grants Program within the next 6 months to hire a candidate with developer and business skills in order to grow the service side of the business should a proper fit be identified</p> <p>_____ would be seeking candidates with _____ and _____</p> <p>_____ is committed to paying an annual salary within the range of \$45,000.00 to \$50,000.00 prorated.</p>		
Committed Target(s):		
<ul style="list-style-type: none"> • Apply to the BC Tech Co-op Grants Program within the next 60 days • Hire 1 person should a suitable candidate be identified • Paying an annual salary within the range of \$45,000.00 to \$50,000.00 prorated. 		
<p>At the scheduled 6 month check-in _____ will provide ESDC with employment records and/or agreements, as evidence that commitments are on track and/or being met.</p>		
Actual Results:		
<i>Date of Update</i>	<i>Description:</i>	<i>(Initial)</i> _____
<i>Date of Update</i>	<i>Description:</i>	<i>(Initial)</i> _____
<i>Date of Update</i>	<i>Description:</i>	<i>(Initial)</i> _____
Complementary Benefit #1:		
4. Enhanced Company Performance		
Activity #1:		
4. Increased growth of revenue, employment or investment.		
<i>Start Date: 2017-08-02</i>	<i>End Date: 2019-08-02</i>	
Commitment:		
<p>_____ has experienced a 100% sales increase during the period December 2016 to July 2017 when compared to all of _____</p> <p>_____ attributes this growth to the expertise and skills provided by the _____ projects an additional 5 to 10% growth over the course of the next 2 years. This growth will be achieved by improving the e-commerce website and by developing PHP modules.</p>		
Committed Target(s):		
<ul style="list-style-type: none"> • An anticipated 5% to 10% (1 Million to 1.5 Million) growth rate between 2017-08-02 and 2019-08-02 		
<p>At the scheduled 6 month check-ins, _____ will provide ESDC with financial records as evidence _____ commitments are on track and/or being met.</p>		
Actual Results:		
<i>Date of Update</i>	<i>Description:</i>	<i>(Initial)</i> _____
<i>Date of Update</i>	<i>Description:</i>	<i>(Initial)</i> _____
<i>Date of Update</i>	<i>Description:</i>	<i>(Initial)</i> _____

Complementary Benefit #2:	
Activity #1:	
3. Significantly improve an existing good or service linked to their skill set.	
<i>Start Date: 2017-08-02</i>	<i>End Date: 2018-08-02</i>
Commitment:	
<p>once the TFW begins in the Vancouver office. p commit to an enhanced web/ecommerce site</p>	
Committed Target(s):	
<ul style="list-style-type: none"> To have the first customiz le completed within the first 60 days of the TFW's start date. Automation of all tasks and building a chatbot messenger for the company's website to help customer service within 4 to 6 months of the TFW's start date. Automation of Sales and CRM leads to reach out to potential customers and IT department in Canada and th ... within 12 months of the TFW's start date. Optimizing AWS (amazon) web servers and internal technical and development costing by developing in-house systems in PHP within 4 to 6 months of the TFW's start date. 	
<p>At the scheduled 6 month check-ins, p will provide ESDC with system-generated reports as evidence that commitments are on track and/or being met.</p>	
Actual Results:	
<i>Date of Update</i>	<i>Description:</i> _____ (n/ta) _____
<i>Date of Update</i>	<i>Description:</i> _____ (n/ta) _____
<i>Date of Update</i>	<i>Description:</i> _____ (n/ta) _____
Final Results:	