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GUIDE TO THE
LABOUR MARKET BENEFITS PLAN

For Global Talent Stream Applications

Labour Market Benefits Plan

The Labour Market Benefits Plan is a requirement for the Global Talent Stream.

Employers are required to work with Employment and Social Development Canada (ESDC) to develop a plan that demonstrates their commitment to activities that will have lasting, positive impacts on the Canadian labour market.

The commitments in a Labour Market Benefits Plan will be divided into mandatory and complementary benefits. In order to determine which benefits your company will need to choose, it is necessary to understand which Category your application falls under.

There are two Categories.

Category B is restricted to the following occupations. If the position that you wish to fill is in one of these occupations you must choose category B.

Computer and Information Systems Managers	Computer Engineers	Mathematicians and Statisticians (except actuaries and related)	Information Systems Analysts and Consultants
Database Analysts and Data Administrators	Software Engineers and Designers	Computer Programmers and Interactive Media Developers	Web Designers and Developers
Computer Network Technicians	Information Systems Testing Technicians	Producer, Technical, Creative and Artistic Directors for Visual Effects and Video Games (with 3 years experience)	Digital Media Designers (with 3 years experience)

If the position that your company is seeking to fill is not in the above, then it may qualify under Category A. For **Category A**, your company must receive a referral from a designated referral agency for a unique and specialized position that:

- Pays at least \$38.46 per hour;
- Requires advance knowledge of industry; and
- An advanced degree in an area of specialization of interest to the employer and/or a minimum of 5 years of experience in the field of specialized experience.

If you are hiring for a **Category A** position, then you must commit to creating jobs for Canadians and permanent residents as your mandatory benefit. You also need at least two complementary benefits.

If you are hiring for a **Category B** position, then you must commit to increasing skills and training investments for Canadians and permanent residents as your mandatory benefit.

Benefits and Activities

The following are Benefits and Activities as listed on the ESDC website. Employers must select one mandatory benefit and two complementary benefits. For each benefit they must select an activity with a target and timeline.

1. Job creation (Mandatory for Category A, Optional for Category B)

- For this benefit, employers will need to track the number of jobs either directly connected to the foreign national hired or the overall job growth within the company
- Examples of activities include but are not limited to:
 - Hiring additional Canadians or permanent residents to support the foreign worker in their role; and
 - Increasing the number of Canadians and permanent residents employed full time and part-time by the employer

2. Investment in skills and training (Mandatory for Category B, Optional for Category A)

- For this benefit, employers will need to invest in skills and training for Canadians and permanent residents to strengthen the labour market.
- Examples of activities include but are not limited to:
 - Increasing investments in in-house skills and training;
 - Establishing or enhancing educational partnerships with local or regional post-secondary institutes or with other organizations that are supporting skills and training (for example, providing post-secondary institutes with free licenses or other access to specialized software that will help build student skills on key industry tools);
 - Providing paid co-op or internship opportunities for Canadians and permanent residents at the firm; and
 - Participation in work-integrated learning or other federal and provincial skills and training programs.
 - As well, if this is a Category A application, an Activity under this Benefit can include providing direct training Canadians or permanent residents, including supporting employees to travel to and attend industry or sector conferences relevant to the development of their specialized skillset;

3. Increase in workplace diversity

- For this benefit, employers need to illustrate how they will increase the diversity within their workplace.
- Examples of activities include but are not limited to:
 - developing and implementing policies to support the hiring of underrepresented groups, (for example, hosting and/or attending events that support the professional development and/or hiring of underrepresented groups in the labour market and women in high-skilled technical and/or leadership roles at the firm); and,
 - increase the number and percentage of new employees who are members of underrepresented groups (i.e., youth, indigenous, newcomers, and persons with disabilities) and women

4. Knowledge transfer

- For this benefit, employers will need to demonstrate how the foreign worker will transfer knowledge to Canadians and permanent residents.
- Knowledge transfer activities can be direct (for example, the foreign worker directly training Canadians or permanent residents) or indirect (for example, having the foreign worker improve the company's good and services or business practices)
- Examples of activities include but are not limited to:
 - ensuring that the highly skilled foreign workers directly supervise and mentor Canadian workers at the firm to support knowledge transfer
 - develop a new good or service linked to their unique skill set
 - significantly improve an existing good or service linked to their skill set; and
 - develop new best practices or policies linked to their skill set

5. Enhanced company performance

- For this benefit, employers will need to show how their company's performance has improved since hiring the foreign worker
- Examples of activities to support this complementary benefit could include, but are not limited to:
 - increased growth of revenue, employment or investment
 - increased financing or funding
 - increased number of clients/projects/contracts or entry into new markets; and
 - avoid loss of Canadian or permanent residents jobs

6. Best company practices or policies

- For this benefit, employers will need to implement best practices in their workplace
- Examples of activities to support this complementary benefit could include, but are not limited to:
 - develop/enhance partnerships with organizations that assist with the identification of top domestic capital (for example, Ventura for Canada)
 - develop or improve best company practices or policies related to attraction/retention of Canadian workforce (for example, by supporting code sprints and hackathons to hire new employees); and,
 - number and percentage increase of Canadians receiving relocation supports (to facilitate interprovincial mobility)

TIP

It is possible to obtain a Labour Market Benefit Plan for more foreign workers than the employer is currently hiring. To do so, it is important to propose during the employer call with ESDC additional commitments and benefits to the minimum to get more spots.

This is not mandatory, as it is also possible to simply expand the Labour Market Benefit Plan in subsequent Global Talent Stream applications.

CATEGORY B

Mandatory Benefit: Investment in Skills and Training

Invest in skills and training for Canadians and permanent residents to strengthen the labour market.

Activity 1: Paid Coop or internship programs

Timeline:

Start date: 2018-01-01

End date: 2019-10-02

Commitment:

Description of the activity here

Results:

Description of the results here.

Updates:

DATE OF UPDATE	DESCRIPTION	INITIAL
Date of Update	Description	Initial
Date of Update	Description	initial
Date of Update	Description	Initial

Activity 2: Establishing educational partnerships with local or regional post-secondary institutes or with other organizations that are supporting skills and training

Timeline:

Start date: 2018-01-01

End date: 2019-10-02

Commitment:

Results:

Updates:

DATE OF UPDATE	DESCRIPTION	INITIAL
Date of Update	Description	Initial
Date of Update	Description	initial
Date of Update	Description	Initial

Activity 3: Establishing educational partnerships with local or regional post-secondary institutes or with other organizations that are supporting skills and training.

Timeline:

Start date: 2018-01-01

End date: 2019-10-02

Commitment:

Results:

Updates:

DATE OF UPDATE	DESCRIPTION	INITIAL
Date of Update	Description	Initial
Date of Update	Description	initial
Date of Update	Description	Initial

Sample Labour Market Benefits Plan

Commitments

Benefit: Investing in skills and training

Invest in skills and training for Canadians and permanent residents to strengthen the labour market.

Activity: Paid Coop or internship programs

Timeline:

Start date: 2018-01-01

End date: 2019-12-31

Commitment:

ABC Company will hire six paid co-ops or interns from Canadian post-secondary education programs. ABC typically hires students from STEM programs, and has taken on students from DEF University and GHI College before. The company seeks to retain co-op students for 6 to 12 month work terms, paying the wages set by the education programs or market rate (around \$3,000 per month). Some previous students have been retained for permanent employment based on their performance during these work terms.

Committed Targets:

Hire 6 paid co-op students. 3 from January 1, 2018 to December 31, 2018 and 3 from January 1, 2019 to December 31, 2019.

Documents that will be provided by the employer as evidence that the committed targets are on track at the 12-month check-ins:

Redacted employment contracts OR HR report showing date of hire, wages, work term and job title.

Activity: Establishing Educational Partnerships with Local or Regional Post-Secondary Institutes

Timeline:

Start date: 2018-01-01

End date: 2019-12-31

Commitment:

ABC Company is committed to having its Director participate as a representative for the construction industry on XYZ University's board of directors. In this role, the Director will encourage youth involvement and training in the industry. This position is unpaid, and involves a commitment of 40 hours per year to attend meetings.

Committed Targets:

Director of ABC Company to maintain board member position with XYZ University until January 2021.

Documents that will be provided by the employer as evidence that the committed targets are on track at the 12-month check-ins:

Minutes from the board meetings.

Activity: Financial Scholarship

Timeline:

Start date: 2018-01-01

End date: 2019-12-31

Commitment:

ABC Company is committed to providing financial support of a minimum of \$1,000.00 per year to JKL College

Committed Targets:

\$1,000.00 sponsorship to JKL College in 2018

\$1,000.00 sponsorship to JKL College in 2019

Documents that will be provided by the employer as evidence that the committed targets are on track at the 12-month check-ins:

Invoices to show the transfer of scholarship funds.

Activity: Increasing Investments in In-House Skills and Training

Timeline:

Start date: 2018-01-01

End date: 2019-12-31

Commitment:

ABC Company will invest \$50,000 for skills development of its Canadian or permanent resident employees. Some examples of expenses that ABC Company anticipates making for this area of learning and development include supporting management track employees to take leadership training, support for employees to obtain certifications and qualifications (e.g. professional engineers or project management), safety and training courses, and for employees to attend industry conferences.

Committed Targets:

ABC Company to invest \$50,000 for skills and development of Canadian or permanent resident employees.

- \$25,000 in 2018
- \$25,000 in 2019

Documents that will be provided by the employer as evidence that the committed targets are on track at the 12-month check-ins:

Expense report listing training investments, dates, topics, and Canadian or PR beneficiaries or invoices.

Benefit: Job Creation

Activity 1: Increasing the Number of Canadian and Permanent Residents Employed Full Time and Part Time by the Firm

Timeline:

Start date: 2018-01-01

End date: 2019-12-31

Commitment:

ABC Company will hire 15 Canadian or permanent resident employees for roles such as engineer, software developer and finance. The company recruits regularly and will hire through the internet.

Committed Targets:

Hire 30 Canadian or permanent resident employees.

- 15 in 2018
- 15 in 2019

Documents that will be provided by the employer as evidence that the committed targets are on track at the 12-month check-ins:

Redacted employment contracts showing job title, start date, term of employment and wages/salary.

Benefit: Knowledge Transfer

Activity 1: Directly Train Canadians or Permanent Residents

Timeline:

Start date: 2018-01-01

End date: 2019-12-31

Commitment:

ABC Company commits to having the foreign worker lead four 'lunch & learn' training sessions where they will share their expertise in topics such as development of software modules for business process improvement as well as mitigation of hazards, and SaaS modules for control management of waste management systems. These sessions will be delivered in-house to ABC Company's existing staff as well as to co-op students, to help design new services for internal production efficiency and external service innovation. The anticipated audience is a minimum of 10 Canadian or permanent resident employees for each session.

Committed Targets:

Foreign worker to lead 4 'lunch & learn' training sessions. 2 In 2018 and 2 in 2019.

Documents that will be provided by the employer as evidence that the committed targets are on track at the 12-month check-ins:

Meeting invitations with an agenda showing the date, the foreign worker role in presenting, and listing the Canadian or permanent resident participations in the training session (by job title).

Benefit: Knowledge Transfer

Activity 2: Directly Supervise and Mentor Canadians or Permanent Residents

Timeline:

Start date: 2018-01-01

End date: 2019-12-31

Commitment:

ABC Company commits to having the foreign worker directly coach and mentor 5 Canadian or permanent resident employees as they lead on projects such as the design of new services for internal production efficiency.

Committed Targets:

Foreign worker directly coach and mentor 5 Canadian or permanent resident employees as they lead on projects such as the design of new services for internal production efficiency.

Documents that will be provided by the employer as evidence that the committed targets are on track at the 12-month check-ins:

List of Canadian or permanent resident employees trained, supervised or mentored, with supporting description of knowledge transfer activities.

Benefit: Enhanced Company Performance

Activity 1: Increased Growth of Revenue, Employment or Investment

Timeline:

Start date: 2018-01-01

End date: 2019-12-31

Commitment:

ABC Company will grow revenue by 25% from its total revenue of \$4.0M as of year-end 2017-12-31 to \$5.0 M by 2019-12-31. ABC Company's fiscal year is from September 1 through August 31 of the following year. Anticipated drivers of revenue growth are the addition of new software.

Committed Targets:

Grow revenue 25% from \$4.0 M to 5 M by year end 2019-12-31.

From 4.0 M to 4.5 M in 2018 and 4.5 M to 5.0 M in 2019.

Documents that will be provided by the employer as evidence that the committed targets are on track at the 12-month check-ins:

Canada Revenue Agency tax returns (T2 Schedule 100, 125; balance sheet and income statement) or internal financial statements.