# Requirements

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As an employer applying through the Global Talent Stream (GTS) you must comply with the Temporary Foreign Worker Program (TFWP) and the GTS requirements.

You must also:

* show that your [business and job offer are legitimate](https://www.canada.ca/en/employment-social-development/services/foreign-workers/global-talent/recruitment.html)
* uphold the conditions and rules listed in the [Immigration and Refugee Protection Regulations (IRPR)](https://laws-lois.justice.gc.ca/eng/regulations/sor-2002-227/) and the [Immigration and Refugee Protection Act (IRPA)](https://laws.justice.gc.ca/eng/acts/i-2.5/)
* participate in Progress Reviews of your Labour Market Benefits Plan (LMBP)

You may also need to provide a Labour Market Impact Asessment (LMIA). [Find out if you need an LMIA](https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-temporary-foreign/find-need-labour-market-impact-assessment.html).

The TFWP will check that [you are meeting the program requirements](https://www.canada.ca/en/employment-social-development/services/foreign-workers/employer-compliance.html). Employers who do not follow these requirements may face consequences.

## Category A

Your company is eligible for Category A of the GTS only if you are referred by one of the stream’s designated referral partners.

The referral partner will check that your company meets the following criteria:

* is operating in Canada
* has a focus on innovation
* is able and willing to grow and scale up
* fills a unique and specialized position in the company
* has identified a qualified foreign worker for a unique and specialized position
* any additional criteria implemented by the Designated Referral Partner for members of its organization

## Unique and specialized positions

Most often those eligible for Category A will have 1 or 2 unique and specialized positions per calendar year.

A unique and specialized position is indicated by:

* a minimum wage of $38.46 per hour ($80,000 annual base salary), or;
* equivalent to the median wage of the National Occupations Classification (NOC) and work location as provided on [Job Bank](https://www.jobbank.gc.ca/trend-analysis/search-wages), if it is higher
* Employers must offer the equivalent of both the hourly wage rate and the annual base salary, at minimum

The position must require:

* advanced knowledge of the 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

Service Canada may consider accepting more than 2 referrals for an employer per calendar year only if the following conditions are met:

* the employer has been successfully meeting its LMBP commitments to date
* the referral partner has re-confirmed the employer’s eligibility for Category A
* the annual wage for the additional position is:
* at least $72.11 per hour ($150,000 annual base salary) or;
* equivalent to the median wage of the NOC and work location as provided on [Job Bank](https://www.jobbank.gc.ca/trend-analysis/search-wages), if it is higher

Please note that Service Canada does not allow exceptions on wage criteria for additional positions in the cases where the annual salary of the first or second referral was at or above $150,000.

## List of GTS designated referral partners

To apply to Category A, employers must be referred to the GTS by a designated referral partner. These partners confirm the GTS eligibility criteria is met and refer the employer and position  to Service Canada.

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### <summary>Pan-Canadian</summary>

* [Business Development Bank of Canada](https://www.bdc.ca/en/pages/home.aspx)
* [Council of Canadian Innovators](https://www.canadianinnovators.org/)
* [Global Affairs Canada’s Trade Commissioner Service](https://www.tradecommissioner.gc.ca/index.aspx?lang=eng)
* [Innovation, Science and Economic Development Canada - Accelerated Growth Service](https://www.ic.gc.ca/eic/site/117.nsf/eng/home)
* [Invest in Canada](https://www.investcanada.ca/)
* [National Research Council - Industrial Research Assistance Program (NRC-IRAP)](https://nrc.canada.ca/en/support-technology-innovation)
* [Privy Council Office, Special Projects Team](https://www.canada.ca/en/privy-council.html)
* [TECHNATION](https://itac.ca/)

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### <summary>The Atlantic Region</summary>

* [Atlantic Canada Opportunities Agency](https://www.canada.ca/en/atlantic-canada-opportunities.html) (multiple locations across the region)

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### <summary>New Brunswick</summary>

* [Ignite Fredericton](https://www.ignitefredericton.com/)
* [Venn Innovation](https://www.venninnovation.com/en/home-index)
* [Government of New Brunswick – Department of Post-Secondary Education, Training and Labour](https://www2.gnb.ca/content/gnb/en/departments/post-secondary_education_training_and_labour.html)

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### <summary>Newfoundland and Labrador</summary>

* [Genesis](https://www.genesiscentre.ca/)

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### <summary>Nova Scotia</summary>

* [Cape Breton Partnership](https://capebretonpartnership.com/)
* [Government of Nova Scotia, Nova Scotia Business Inc.](https://www.novascotiabusiness.com/)
* [Halifax Partnership](https://halifaxpartnership.com/)

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**Prince Edward Island**

### [Government of Prince Edward Island, Island Investment Development Inc.](https://www.princeedwardisland.ca/en)

### Central Canada

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#### <summary>Ontario</summary>

* [Burlington Economic Development Corporation](https://bedc.ca/)
* [Invest Brampton](https://investbrampton.ca/)
* [Invest in Hamilton](https://investinhamilton.ca/)
* [City of Mississauga](http://www.mississauga.ca/portal/home)
* [Communitech Corporation](https://www.communitech.ca/)
* [Federal Economic Development Agency for Southern Ontario](https://www.feddevontario.gc.ca/eic/site/723.nsf/eng/home)
* [Government of Ontario, Labour, Training and Skills Development – Ontario Immigrant Nominee Program](https://www.ontario.ca/page/ontario-immigrant-nominee-program-oinp)
* [Government of Ontario, Ministry of Economic Development, Job Creation, and Trade – Ontario Investment Office](https://www.ontario.ca/page/ministry-economic-development-job-creation-trade)
* [Invest Ottawa](https://www.investottawa.ca/)
* [Kingston Economic Development Corporation](https://www.kingstonecdev.com/)
* [London Economic Development Corporation](https://www.ledc.com/)
* [MaRS Discovery District](https://www.marsdd.com/)
* [Regional Municipality of Niagara](https://www.niagararegion.ca/)
* [York Region](https://www.york.ca/wps/portal/yorkhome/!ut/p/z1/04_Sj9CPykssy0xPLMnMz0vMAfIjo8zijYxMzDwMnQ28DDz8LQw83cwDTF0sPAwNvI30wwkpiAJKG-AAjgZA_VGElBTkRhikOyoqAgC__eMj/dz/d5/L2dBISEvZ0FBIS9nQSEh/#.YQLzZHnsaYk)
* [Sarnia-Lambton Economic Partnership](https://www.sarnialambton.on.ca/)
* [Toronto Global](https://torontoglobal.ca/)
* [Town of Oakville](https://www.oakville.ca/)
* [Waterloo Region Economic Development Corporation](https://www.waterlooedc.ca/en/index.aspx)
* [Invest Windsor Essex](https://www.investwindsoressex.com/en/index.aspx)

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#### <summary>Quebec</summary>

* [Canadian Economic Development for Quebec Regions](https://dec.canada.ca/eng/index.html)

For other designated referral partners located in Quebec for the Global Talent Stream, employers from Quebec are invited to consult Quebec’s [ministère de l’Immigration, de la Francisation et de l’Intégration (MIFI)](https://www.immigration-quebec.gouv.qc.ca/en/home.html" \t "_blank) website (French only).

### Western Canada

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#### <summary>Alberta</summary>

* [Calgary Economic Development](https://calgaryeconomicdevelopment.com/)
* [Government of Alberta, Alberta Labour and Immigration](https://www.alberta.ca/labour-and-immigration.aspx)

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#### <summary>British Columbia</summary>

* [Accelerate Okanagan](https://www.accelerateokanagan.com/)
* [BC Tech Association](https://wearebctech.com/)
* [Government of British Columbia, Ministry Municipal Affairs](https://www2.gov.bc.ca/gov/content/governments/organizational-structure/ministries-organizations/ministries/municipal-affairs-housing)
* [Kootenay Association for Science & Technology](https://kast.com/)
* [Launch Academy](https://www.launchacademy.ca/)
* [Vancouver Economic Commission](https://www.vancouvereconomic.com/)
* [Venture Kamloops](https://www.venturekamloops.com/)

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#### <summary>Manitoba</summary>

* [Economic Development Winnipeg](https://www.economicdevelopmentwinnipeg.com/)
* [Government of Manitoba, Manitoba Education and Training](https://www.edu.gov.mb.ca/)
* [Tech Manitoba](https://techmanitoba.ca/)

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#### <summary>Saskatchewan</summary>

* [Government of Saskatchewan, Ministry of Immigration and Career Training](https://www.saskatchewan.ca/government/government-structure/ministries/immigration-and-career-training)

Employers should note that applications to Category A cannot be processed until Service Canada has confirmed that a designated referral partner has submitted a referral vouching for the employer’s legitimacy and eligibility for Category A of the Stream.

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## Category B

Category B is for employers in Canada that need to fill vacant positions found on the Global Talent Occupations List. You do not need a referral to apply to Category B

Some occupations on the Global Talent Occupations List have additional eligibility criteria.

### Global Talent Occupations List for Category B occupations

Unless additional wage requirements are listed below, all positions must be paid a wage equal or greater to the prevailing wage for the National Occupations Classification (NOC) code, based on the economic region for the location of work. See Compensation page for more information. 

|  |  |  |  |
| --- | --- | --- | --- |
| **NOC** | **Occupation** | **Additional wage requirements (annual salary)** | **Additional wage requirements (hourly rate)** |
| 0213 | Computer and information systems managers | n/a | n/a |
| 2147 | Computer engineers (except software engineers and designers) | n/a | n/a |
| Sub-set of 2161 | Mathematicians and statisticians | n/a | n/a |
| 2171 | Information systems analysts and consultants | n/a | n/a |
| 2172 | Database analysts and data administrators | n/a | n/a |
| 2173 | Software engineers and designers | n/a | n/a |
| 2174 | Computer programmers and interactive media developers | n/a | n/a |
| 2175 | Web designers and developers | n/a | n/a |
| 2281 | Computer network technicians | $82,000 [or higher prevailing wage](http://www.immigration-quebec.gouv.qc.ca/fr/employeurs/embaucher-temporaire/talents-mondiaux/index.html) \* | $39.42 or higher prevailing wage \* |
| 2283 | Information systems testing technicians | $80,000 [or higher prevailing wage](https://www.canada.ca/en/employment-social-development/services/foreign-workers/global-talent/requirements.html%22%20/l%20%22h7) \* | $38.46 [or higher prevailing wage](https://www.canada.ca/en/employment-social-development/services/foreign-workers/global-talent/requirements.html%22%20/l%20%22h7) \* |
| Subset of 5131 | Producer, technical, creative and artistic director and project manager – Visual effects and video game \*\* | [$78,000 or higher prevailing wage](https://www.canada.ca/en/employment-social-development/services/foreign-workers/global-talent/requirements.html%22%20/l%20%22h7) \* | [$37.50 or higher prevailing wage](https://www.canada.ca/en/employment-social-development/services/foreign-workers/global-talent/requirements.html%22%20/l%20%22h7) \* |
| Subset of 5241 | Digital media designers \*\*\* | $80,000 [or higher prevailing wage](https://www.canada.ca/en/employment-social-development/services/foreign-workers/global-talent/requirements.html%22%20/l%20%22h7) \* | $38.46 [or higher prevailing wage](https://www.canada.ca/en/employment-social-development/services/foreign-workers/global-talent/requirements.html%22%20/l%20%22h7) \* |

\*If you are submitting an application from the province of Quebec, consult [Quebec’s ministère de l’Immigration, de la Francisation et de l’Intégration (MIFI) website (French only)](http://www.immigration-quebec.gouv.qc.ca/publications/fr/divers/SalaireProCategorieB.pdf" \t "_blank) for wage floors

\*\*The position must require a minimum of 3 years of experience in the visual effects, video game or animation industries in 1 or a combination of the following roles: producer, technical director, creative director, artistic director or project manager, senior coordinator, department manager, with 3 years of job experience in at least 1 or more of the following skills relevant to the visual effects, video game or animation industries: surfacing and look development; character or simulation rigging; matte painting; managing budgets or teams; or technical pipeline development and application for visual effects, video games, or animation production.

\*\*\*The position must require a minimum of 3 years of job experience in at least 1 of the following digital media design skills: 3D modeling, compositing, paint and roto, layout and match move, digital environment and Matte painting, texture, lighting shading, character effects, effects and simulations, design and scenario, rigging, user interface or user experience, responsive design (for gaming), virtual reality, augmented reality, digital media animation, levels editing for digital media design, software editing for digital media design, pipeline software development or applications relevant for digital media design