Temporary Foreign Worker Program – Global Talent Stream

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Labour Market Benefits Plan

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A Labour Market Benefits Plan (LMBP) shows an employer’s commitment to creating positive impacts on the labour market. To ensure that your LMBP does this, you must work with Service Canada to:

* develop activities to meet commitments
* identify commitments, and
* track the progress of commitments

## What to include in an LMBP

LMBP commitments are split into two categories:

* 1 mandatory benefit
* At least 2 complementary benefits

Service Canada will work with employers to complete the LMBP during the Global Talent Stream (GTS) application process.

### Identify the mandatory benefit

For the mandatory benefit(s) in their LMBP, every employer under the GTS must identify at least 1 activity that will support their achievement of the benefit.

The employer must also identify at least 2 complementary benefits for which they are committing to achieving as part of their LMBP. The complementary benefits identified by an employer in their plan **cannot be the same** as the mandatory benefit identified.

Category A of the GTS

Employers must commit to**job creation for Canadians and permanent residents** as your mandatory benefit. For this benefit, employers will need to track the number of jobs either directly connected to the temporary foreign worker (TFW) hired or the overall job growth within the company.

Example:

Activities to support this benefit could include, but are not limited to:

* Hiring additional Canadians and permanent residents to support the foreign worker in their role; and
* Increasing the number of Canadians or permanent residents employed full-time and part-time by the employer

end

end

Category B of the GTS

Employers must commit to investments**in skills and training for Canadians and permanent residents as your mandatory benefit**.

Example

Activities to support this benefit could include, but are not limited to:

* Increasing financial investments in internal skills and training.
* Establishing partnerships with post-secondary institutes or other organizations to support skills and training. For example, providing them with free licenses or access to specialized software that will help build student skills.
* Providing paid co-op or internship opportunities at the firm, and
* Participating in work-integrated learning or other federal and provincial skills and training programs.

end

end

### Identify the complementary  benefits

There are many activities that can support your mandatory benefit and 2 complementary benefits.

Here are some examples of activities for each benefit:

Job creation (Category B only)

* Hiring additional Canadians or permanent residents to support the TFW in their role; and
* Increasing the number of Canadians and permanent residents employed full-time and part-time by the employer

end

Investments in skills and training (Category A only)

* Establishing or enhancing partnerships with 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 to build student skills on key industry tools.
* Providing paid co-op or internship opportunities for Canadians and permanent residents in your organization
* Providing direct training to Canadians or permanent residents. For example, this could include supporting employees to travel to and attend industry or industry sector conferences relevant to the development of their specialized skillset.

end

Increasing diversity in the workplace

Increase in diversity by developing, implementing, or participating in initiatives that increase the participation of underrepresented groups in the workplace. 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 your organization.

end

Knowledge transfer

Knowledge transfer by ensuring that the highly skilled TFWs directly train, supervise and/or mentor Canadian workers at the firm to support knowledge transfer.

end

Enhance company performance

* Increasing growth of revenue, employment, or investment at your organization
* Developing or improving best company practices or policies related to attraction/retention of Canadian workforce. For example, by supporting code sprints and hackathons to hire new employees

end

Developing or enhancing local partnerships

Developing or enhancing partnerships with organizations that assist with the identification of top domestic capital

end

### Set target for activity/milestone

Set a reasonable and measurable target for the activities your organization commits to during the TFWs employment.

## Progress reviews

Each year, Service Canada will conduct progress reviews to assess how well employers are meeting the commitments detailed in your LMBP. The annual reviews are employers’ opportunity to report on the progress that the company is making in creating lasting, positive impacts on the Canadian labour market.

Cooperating with  Service Canada throughout the review process is important. Employers must provide supporting documentation to remain eligible. You must keep your records for **six full years** for audit purposes.

If you do not make reasonable efforts to meet your LMBP commitments

If you do not make reasonable efforts to meet your LMBP commitments, or complete your Progress Review within the requested timeframe, you risk receiving a negative decision on future GTS applications. Your LMBP’s assessment will not impact your eligibility to other program streams.

You are accountable for the benefits in your LMBP even if a TFW you hire under the GTS becomes a permanent resident of Canada while working in your organization.

end

How review dates are determined

Your first LMBP review will occur approximately 1 year after you sign your LMBP.

The review date does not change:

* If you make changes or amend your LMBP
* If you hire additional TFWs
* When your TFW is issued a work permit

end

## Making changes to the LMBP

Employers who have an approved LMBP and apply for additional TFW positions through the GTS,  will not have to submit a new LMBP, however,  Service Canada will review your existing plan as a result.

If an employer requires additional TFW positions

As part of this review, Service Canada may request an update on your commitments to date in the LMBP. We may also request that you amend or expand existing commitments to reflect a request for additional TFWs. This helps to make sure that returning employers to the GTS continue to provide positive lasting benefits for Canadian workers.

end

### Forecasting commitments

If you anticipate the need to apply for additional TFW positions over a 12-month period, the forecasted number of TFW positions may be included in your LMBP, providing the commitments support the anticipated number. If you and Service Canada officials agree to use this model, you may not have to update your LMBP each time you return to the GTS until your forecast is met or your commitments have expired (whichever comes first).

Note

This applies only to the LMBP element of the application process. You must still apply each time you wish to access the GTS.