



GMS Flash Alert

Immigration Edition

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Canada - Global Talent Stream: Updated Occupations List

Canada has updated the list of occupations eligible under its Global Talent Stream – Labour Market Impact Assessment program, effective December 22, 2022.¹

WHY THIS MATTERS

The Global Talent Stream, which falls under the Temporary Foreign Worker Program, allows innovative and technology-driven companies to access highly-skilled global talent in a timely and predictable manner without a specific recruitment campaign. The program assists Canadian businesses with accessing specialized or unique talent referred by a designated referral partner (“Category A”) and specified occupations, including many technology roles recognized to be in a shortage in the local labour market (“Category B”).

Under Category B, the *Global Talent Occupations List* was limited to technology occupations, such as software engineers and designers, web developers, graphic designers, information systems analysts and consultants, among others. The updated list of occupations now includes civil, electrical and electronics, mining, and aerospace engineers, and electrical and electronics engineering technologists and technicians.

The addition of these new jobs will allow more Canadian companies to access the Global Talent Stream program to hire foreign workers to fill in-demand, highly-skilled positions.

Global Talent Occupations List

On November 16, 2022, Canada transitioned to a new version of the National Occupation Classification (“NOC”) system.² The previous NOC system was introduced in 2016. However, it has now been replaced with a six-category system and represents the Training, Education, Experience and Responsibilities (“TEER”) needed to work in an occupation. The NOC system categorizes all occupations in Canada and is based on the type of work performed. Occupations are grouped by the duties, responsibilities, and employment requirements associated with each role.

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Effective December 22, the following 17 occupations will make up the Global Talent Occupations List.

Occupations that will remain on the list:

- Computer and information systems managers
- Computer engineers (except software engineers and designers)
- Mathematicians and statisticians (excluding actuaries)
- 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
- Producers, technical, creative and artistic directors, and project managers in the visual effects and video-game fields
- Digital media designers.

The following occupations will be added to the list:

- Civil engineers
- Electrical and electronics engineers
- Mining engineers
- Aerospace engineers
- Electrical and electronics engineering technologists and technicians.

Given Employment and Social Development Canada's ("ESDC") recent adoption of NOC 2021 on November 16, 2022, the published Global Talent Occupations List will include NOC 2016 codes, their corresponding NOC 2021 codes, as well as any associated wage floors.

KPMG NOTE

Key Considerations

- The addition of new occupations indicates that the Canadian government has confirmed that there is a high demand and low supply of workers in the listed occupations.
- Beginning December 22, employers can begin submitting applications under the Global Talent Stream program for foreign nationals in the new occupations, while helping to ensure the positions meet wage requirements and use the new NOC 2021 system.
- Companies that hire engineering talent of all varieties should review the new eligibility criteria and consult with their business advisers to develop a talent strategy around this change.

Individuals who have questions or concerns about the new updates are encouraged to contact their usual immigration counsel or KPMG Law LLP (see the Contact Us section below) for further guidance.

FOOTNOTES:

- 1 Employment and Social Development Canada, "[Program requirements for the Global Talent Stream.](#)"
- 2 For prior coverage, see GMS [Flash Alert 2022-204](#) (15 November 2022).

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We are pleased to share with you the 2022 KPMG Global Assignment Policies and Practices Survey Report

For global-mobility leaders of multinational organizations, benchmarking their global-mobility policies and practices against those of other global organizations can be a powerful tool for reflecting on their current approach and preparing their talent-mobility program for the future.

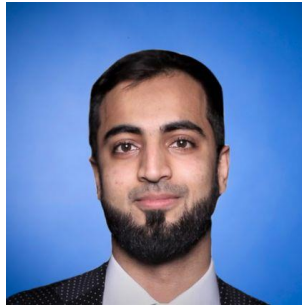
The [results of this year's survey](#) shed light on how global-mobility programs are evolving in terms of mobility, tax, and immigration policies, governance, technology and more!

Contact us

For additional information or assistance, please contact your local GMS or People Services professional* or one of the following professionals with the KPMG International member firm in Canada:



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