

A Complete Guide to the Global Talent Stream LMIA

Course Summary: This course will provide an in-depth discussion of the Global Talent Stream LMIA, starting from the initial client consultation and ending in the mandatory progress reviews. The instructor will address the two categories of this LMIA stream and provide practical tips on the collection of client documents, completion of the forms, the preparation of the Labour Market Benefits Plan, and handling the Service Canada calls following submission of the application.

Course Outline:

1. Overview of the Global Talent Stream and online guidelines
2. The Initial client assessment
 - Who will be the client – employer vs. employee
 - Work permit exemptions
 - LMIA exemptions
 - Permanent residence alternatives
 - General LMIA vs. Global Talent Stream (pros and cons)
 - Timing of application
 - Getting the right facts from employer and employee
3. Category A applications
 - Referral by designated partner
 - Unique and specialized talent
 - Wages
4. Category B applications
 - Global Talent Occupations list
 - Wages

5. Initial considerations

- Initial client checklist
- Completing draft versions of the forms

6. The Labour Market Benefits Plan (LMBP)

- Mandatory benefits
- Complementary benefits
- Examples of activities
- Preparing the client and completing the plan

7. Submission of the application

- The LMIA application cover letter
- Client instructions following submission and preparation for communications with government officers
- The first Service Canada Call
- The second Service Canada call and negotiating the LMBP

8. Subsequent applications under the same LMBP

9. Progress reviews

- Directions to client following LMIA approval
- Responding to initial contact by Service Canada
 - Deadline extensions
- Preparing and organizing client documentation
- Finalizing submissions
- Dealing with underperformance at the first review
- Voluntary disclosure of non-compliance

10. Questions and answers