



Playing in the Global Talent Market: Recruitment & Immigration Insights

HR Tech Group
May 17, 2007

Agenda

1. Global Recruitment
2. Immigration
3. Testing your knowledge

Hello Everyone!



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Global Recruitment

The Basics...

- Learn about your industry globally
- Document your findings

- Apply your local best practices abroad
- Be creative in finding other sourcing channels
- Be culturally sensitive



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Geographical Target Market

Research

- Industry Hot Spots
 - Universities, Competitors, Customers...
- Immigration Implications
 - Processing Times!
- Employment Standards
 - Notice Periods, Recruitment process
- Cultural Barriers
 - customs, language ...
- Lifestyle
 - cost and quality of living, climate...



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Sourcing

- Employee referrals
- Competitors
 - non-compete clauses potential barrier
 - Observe company policies
- Education establishments
 - New grads, alumni, guest-speakers, teachers...
- Offices/Subsidiaries abroad
 - Potential for intra-company transfers
 - Utilize local network



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Sourcing

- Headhunters/Agencies
 - consider local recruitment standards and customs
- Internet Research
 - job boards & databases
 - online networks (LinkedIn, Xing, MySpace etc.)
- Associations, conferences and publications



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Closing the Deal



- Information about Vancouver
- Interview/Look & See Trip (with spouse)
- Orientation Tour (real estate, schools ...)
- Meet the team
- Social Event (team dinner)
- Relocation Buddy



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Closing the Deal

- Experience the work environment
 - Salary and benefits overview
 - Relocation package
 - Immigration & relocation consultation
 - Pre-move tax consultation
- Explain everything and assume nothing. Paint a realistic picture!



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Immigration Considerations

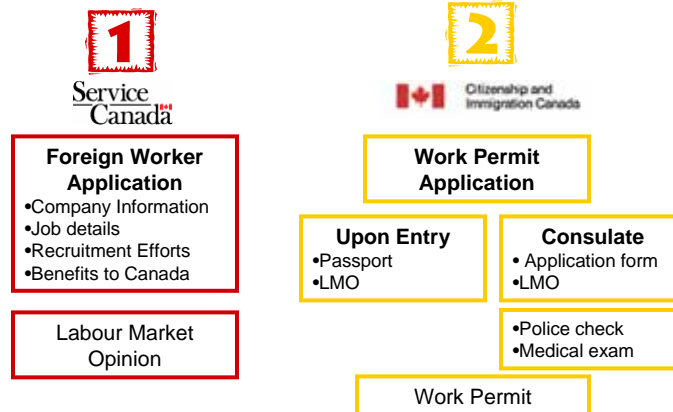
- Evaluate immigration options at each stage
- Make sure the candidate qualifies before proceeding
- Can be more than one route; choose the best one for the situation and factor in:
 - effort
 - processing times
 - personality
 - family



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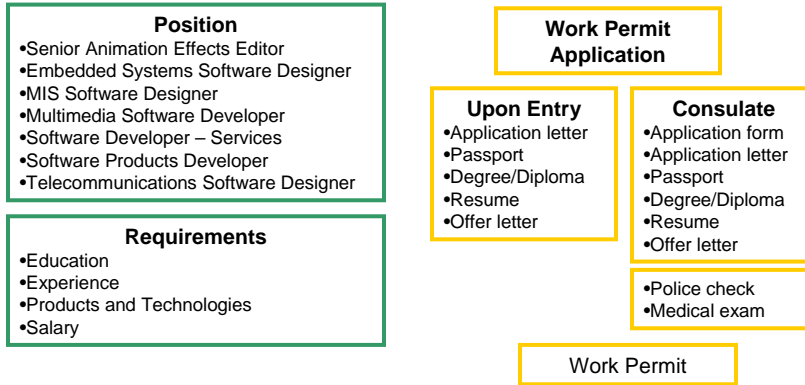
Labour Market Opinion



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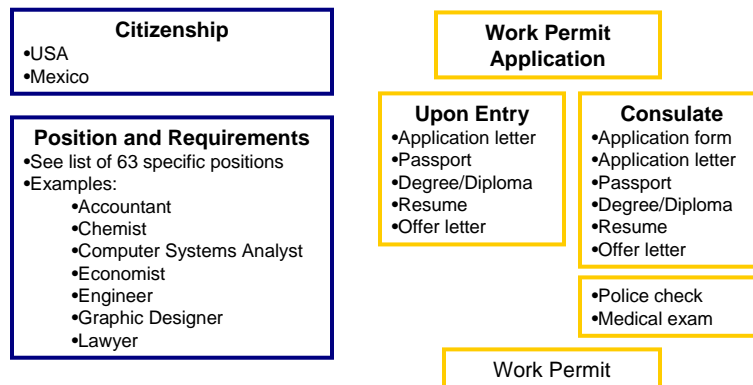
IT Workers Program



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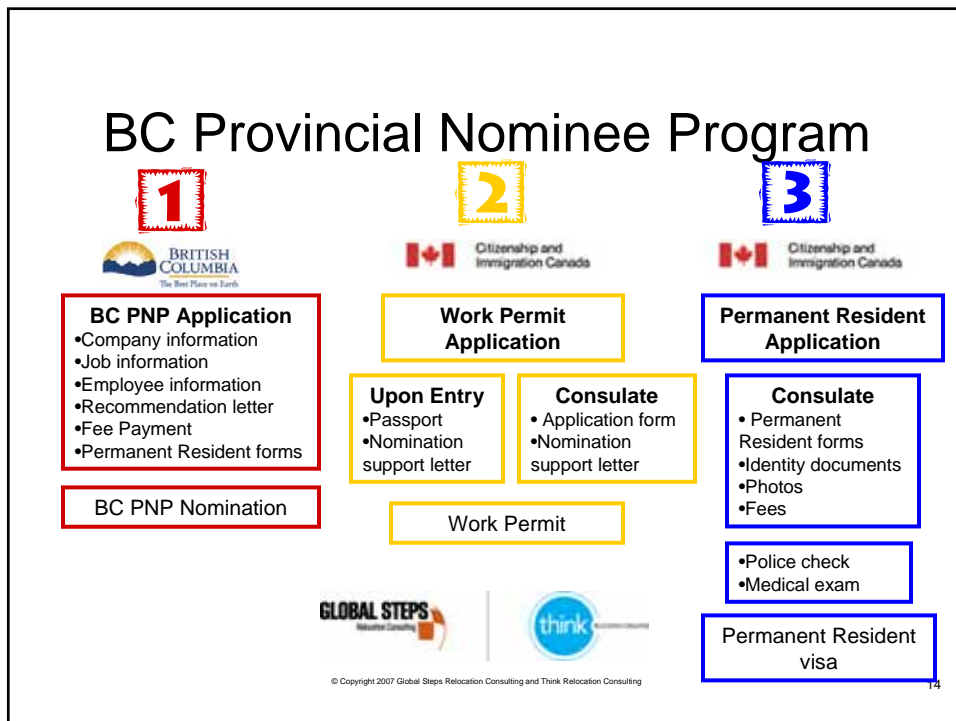
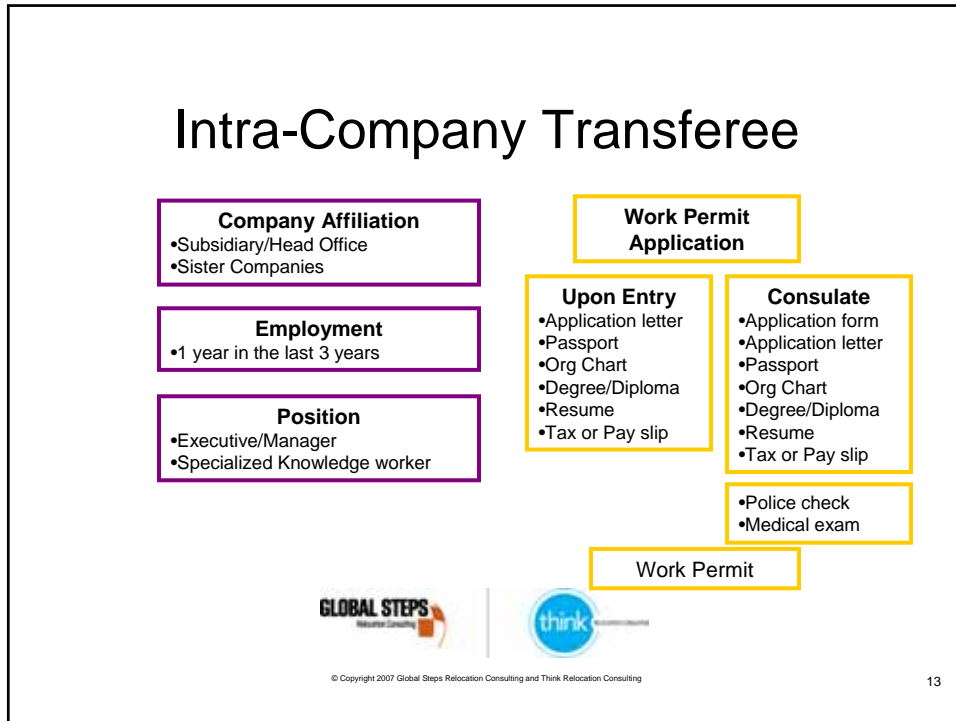
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NAFTA Professionals



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Timely programs



- Regional Occupations Under Pressure
 - Check the list
- Temporary Foreign Worker Unit
 - Confirmation-exempt applications (eg. NAFTA, Intra-company transferees)
 - Pre-screening
 - Pilot program



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??? Questions ???



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The Last One Standing



Based loosely on NBC's 1 vs 100



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Question 1:

What do you call a citizen of Poland?

- ❖ Polander
- ❖ Pole
- ❖ Polandian



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Question 2:

Which citizen may apply at Port of Entry?

- ❖ Iraqi
- ❖ Chinese
- ❖ German



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Question 3:

What is a “must do” when explaining a relocation to Canada to your candidate?

- ❖ Hockey rules
- ❖ Tax implications
- ❖ Definition of “potluck”



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Question 4:

What does Service Canada NOT consider when you apply for a LMO?

- ❖ Citizenship
- ❖ Recruitment efforts
- ❖ Salary



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Question 5:

What would be considered a good sourcing channel?

- ❖ List of patent holders in target country
- ❖ Billboards
- ❖ Random phone calls



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Question 6:

What work permit option is usually always available for skilled workers?

- ❖ LMO
- ❖ PNP
- ❖ Both



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Question 7:

What would be a good place to take a candidate in or around Vancouver to demonstrate what BC has to offer?

- ❖ Brandi's
- ❖ Port Mann Bridge
- ❖ Grouse Mountain



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Question 8:

What criteria would you NOT consider when identifying a potential target country?

- ❖ Local notice periods
- ❖ The location of competitors
- ❖ A time difference of less than 5 hours



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Question 9:

You have recruited a new Project Manager, who is a U.S. Citizen, to your new media company. What's the best immigration option?

- ❖ NAFTA
- ❖ LMO
- ❖ IT Worker



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Question 10:

Same scenario...but the Project Manager has been working at your Boston office for 8 months. What's the immigration option now?

- ❖ Intra-company
- ❖ NAFTA
- ❖ LMO



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**Are you
the Last One Standing?**



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Thank You!

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