

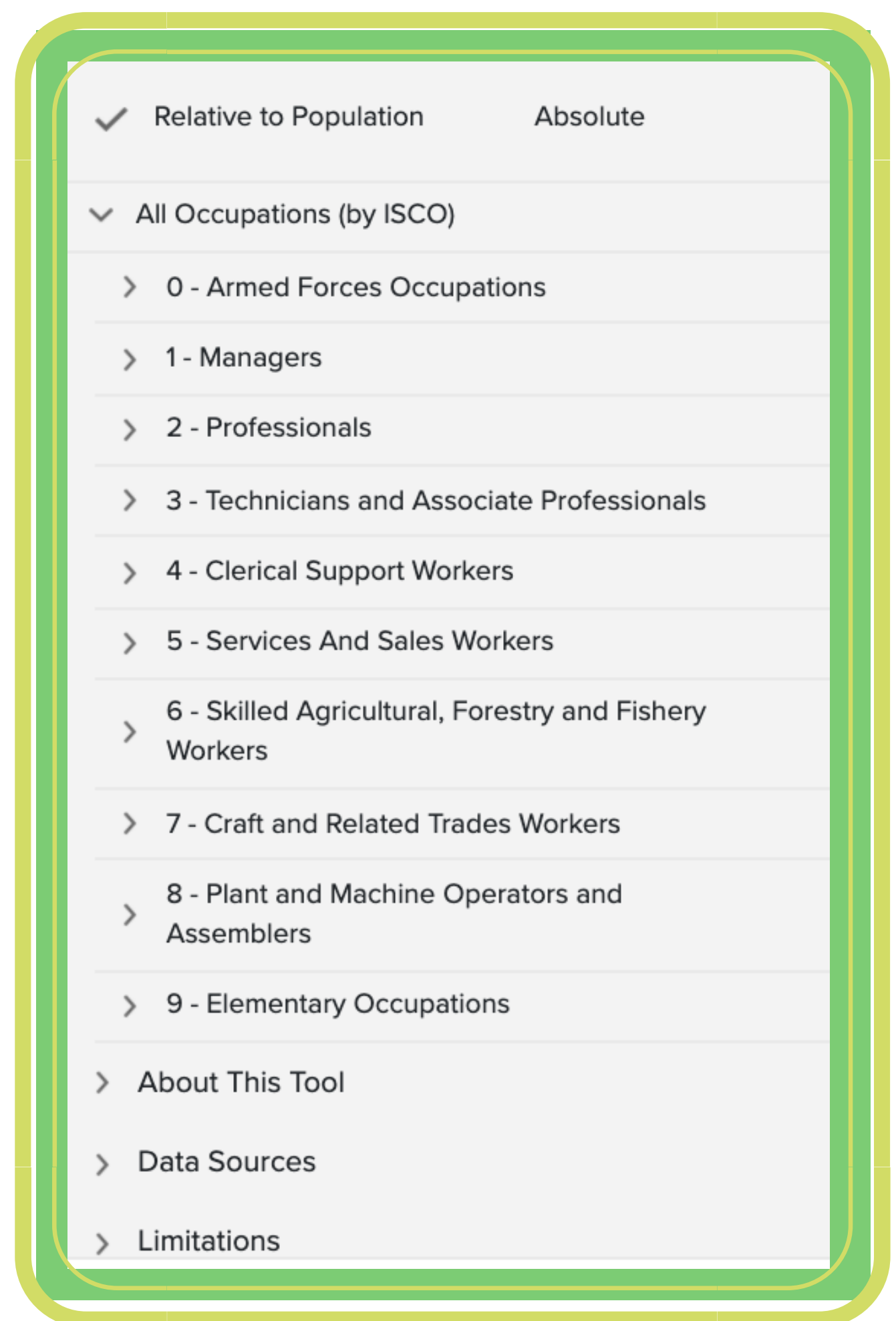
# Talent Map Reference Guide

This tool can help you pinpoint international regions with talent pools you may be seeking to attract to your organization or your region.

## How do I use the Talent Map tool?

First, select one or more occupations from the panel on the left. Then, select one or more map regions by clicking on them. You can un-select a region by clicking on it a second time, and you can clear all selections with the Clear All Selections button in the gray toolbar above the map. Once you have selected at least one occupation and one region, you will see tabular data for your selection(s) below the map. You can hit the "Print" button in the gray toolbar above the map to create a useful handout of the map and the data for the regions you have selected.

**Relative to Population View** – shows concentration of selected occupations as a percentage of the population of the map region. Darker map regions represent higher concentrations.



**Absolute View** – Shows the population sum of selected occupations. Darker map regions represent higher sums.

## What is the process for bringing a worker from another country to Canada?

The Government of Canada has set up immigration programs that allow employers to recruit in-demand talent from other countries when it is challenging to hire from within Canada. More information is available on the Government of Canada's website.

## Data Sources Used for Talent Map Tool

**Australia:** Australian Bureau of Statistics. 2016 Census - Employment, Income and Education. OCCP - 4 Digit Level by SA4 (UR).

**Canada:** Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016291.

**Ireland:** Central Statistics Office. EB049 Population Aged 15 Years and Over in the Labour Force 2011 to 2016 by Detailed Occupational Group, CensusYear and County and City. 2016 Census of Population.

**Latvia:** Central Statistical Bureau of Latvia. TSG11-11. Employed population of Latvia aged 15 and over by occupation/position in main job, sex and age group; on 1 March 2011.

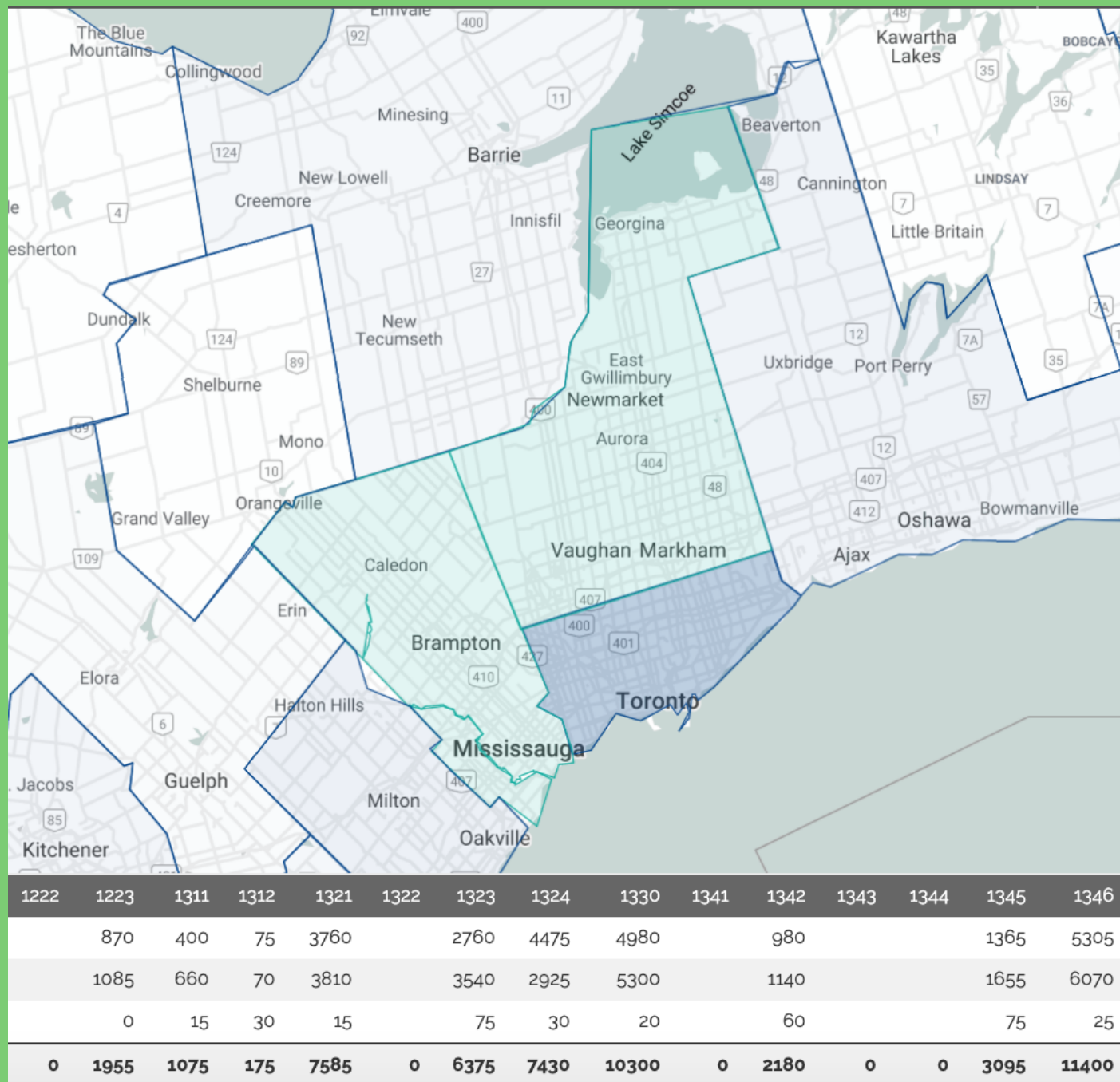
**South Africa:** Statistics South Africa. Quarterly Labour Force Survey Panel Data, 2019 Q3-Q4. Estimates.

**Sweden:** Statistics Sweden. Employees 16-64 years by region of work, occupation (4-digit SSK 2012) and sex. Year 2014 – 2017.

**UK:** Office of National Statistics, 4-digit occupational coding (SOC) by age, highest qualification, sex, 4-digit industry (SIC), and NUTS 3 region, UK, 2018.

**USA:** U.S. Bureau of Labor Statistics, May 2018 Metropolitan and Nonmetropolitan Area Occupational Employment and Wage Estimates.

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Find the words “All Tools” on the right hand side of the web page to find additional job finding tools, career development tools and workforce development tools.

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