CERC Immigration Symposium

Stephen Cryne, President & CEO
CERC

February 8, 2018

Calgary, AB

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Agenda

8:00 **Registration**

8:30 **Welcome and opening remarks:** Stephen Cryne, President & CEO CERC

8:45 **Perspectives on Global Immigration Trends, Brexit, CETA, NAFTA and more**
Roxanne Israel, Partner, Layla Panjwani Partner, EY Law LLP,

9:30 **Leveraging Canada's Economic Immigration Programs**

- Leveraging the Global Talent Stream - A case study: Herman Van Reekum, Newland Chase
- Global Skills Strategy: Cinthia Roberge, IRCC

10:30 **Break**

10:45 **Pathways to Permanent Residency**

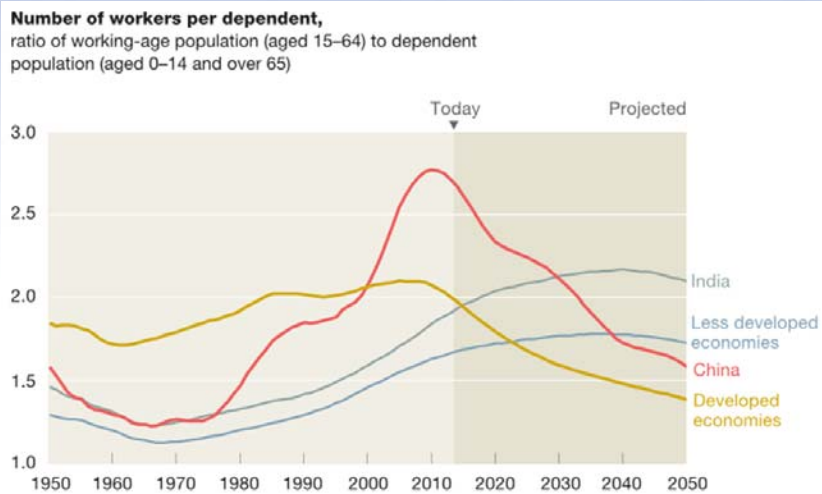
- Express Entry and Permanent Residency: Keith Swinton IRCC, Employer Liaison Officer
- Provincial Nominee Program: Roxanne Israel, Partner EY Law LLP

11:25 **Reducing Corporate Risk: Best practices in immigration compliance inspections**
Rick Lamanna, Senior Manager PwC Law LLP

11:55 **Closing remarks**

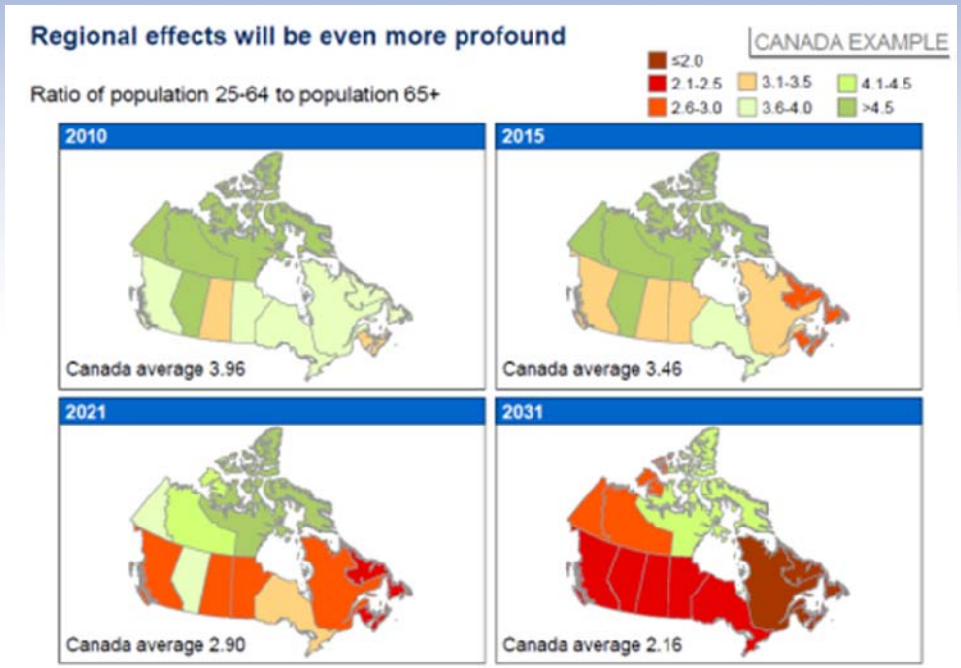
Thank You to Sponsors

Global Demographic Forecasts



Source: United Nations population statistics; McKinsey analysis

Canada Demographic Forecast



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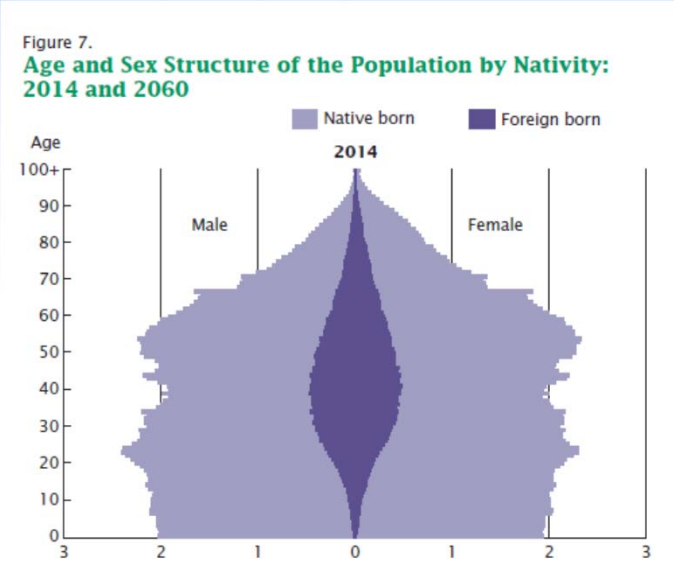
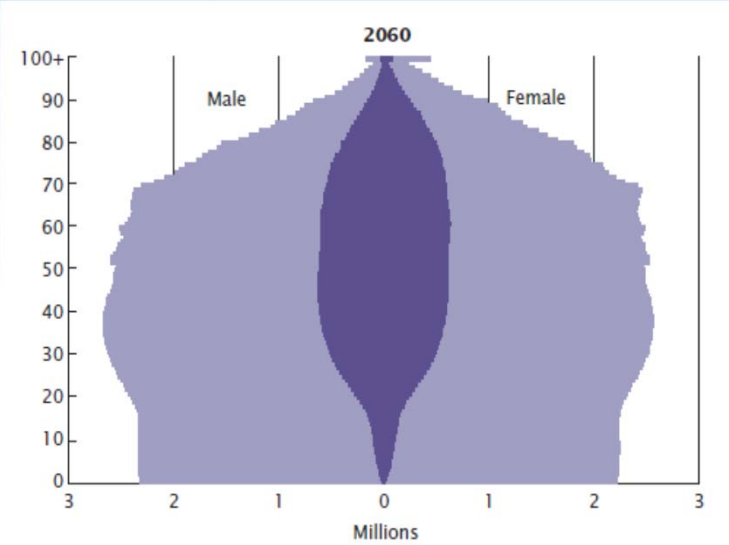
U S Population Forecast

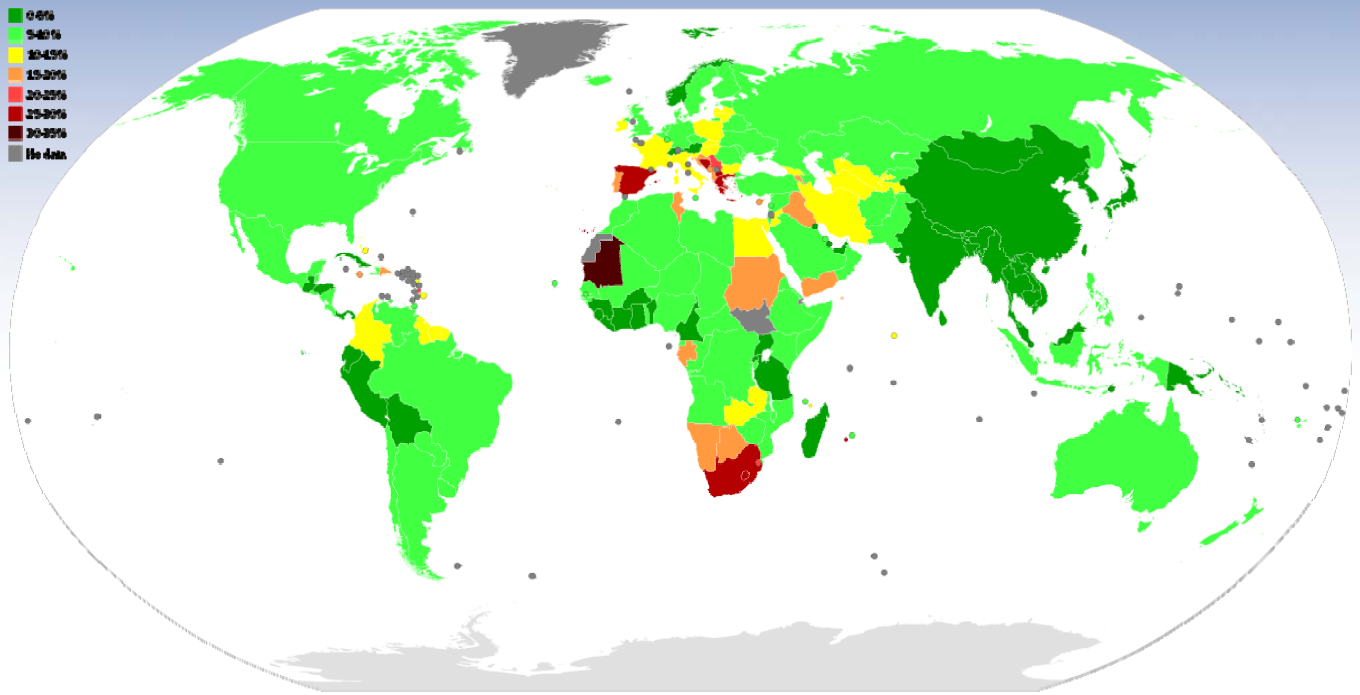




Source: U.S. Census Bureau, 2014 National Projections.

Dependency ratio doubles between 2015-2060

Global Unemployment



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Canada: Unemployment Rate

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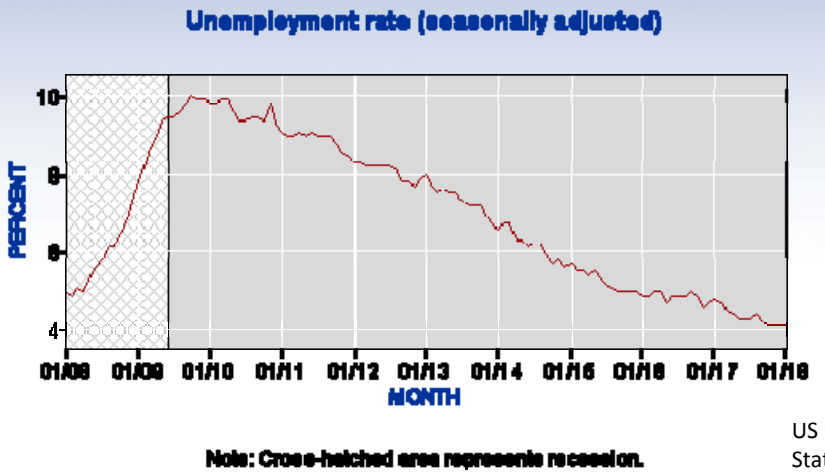
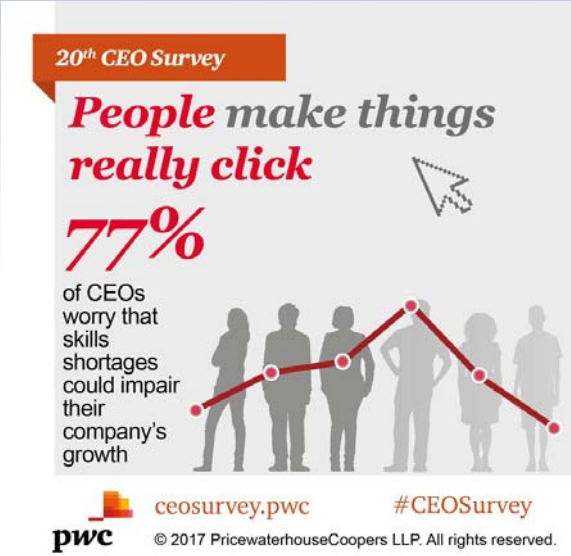
US Unemployment



US Bureau of Labor Statistics

What CEO's Think



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Talent Mobility is Key

"Unprecedented skills shortages are the No. 1 constraint on economic activity. The limits on immigration will merely exacerbate the problem."

David Rosenberg, chief economist at Gluskin Sheff + Associates

"In an economy driven by innovation, knowledge and culture, money follows talent."

Financial Times, July 2016

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Donald J. Trump
@realDonaldTrump

Our country needs strong borders and extreme vetting, NOW. Look what is happening all over Europe and, indeed, the world - a horrible mess!

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"Canada is in a unique position now to leverage what some are calling our immigration advantage. And as can be seen in the global environment, there are more and more countries that are closing their doors to people, they're closing their doors to talent, to skills...

We are emphatically and unapologetically taking the opposite approach. We welcome the innovation, the innovative perspectives, the entrepreneurial spirits, and the unique skill sets of skilled newcomers." Minister Hussen November 1, 2017

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BUT WILL THEY MOVE: LIKELIHOOD TO CONSIDER MOVING FOR A NEW JOB IN ANOTHER COUNTRY

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CERC Global Mobility Poll

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CERC Global Mobility Poll

TWICE AS MANY EMPLOYEES COULD BE CONVINCED TO RELOCATE IF THE INCENTIVE PACKAGE FROM THEIR EMPLOYER WAS RIGHT

37%

OR PROVIDES SUPPORT FOR THEIR SPOUSE TO GET A JOB

36%

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LEVEL OF MOTIVATION TO MOVE TO ANOTHER COUNTRY BASED ON INCENTIVES

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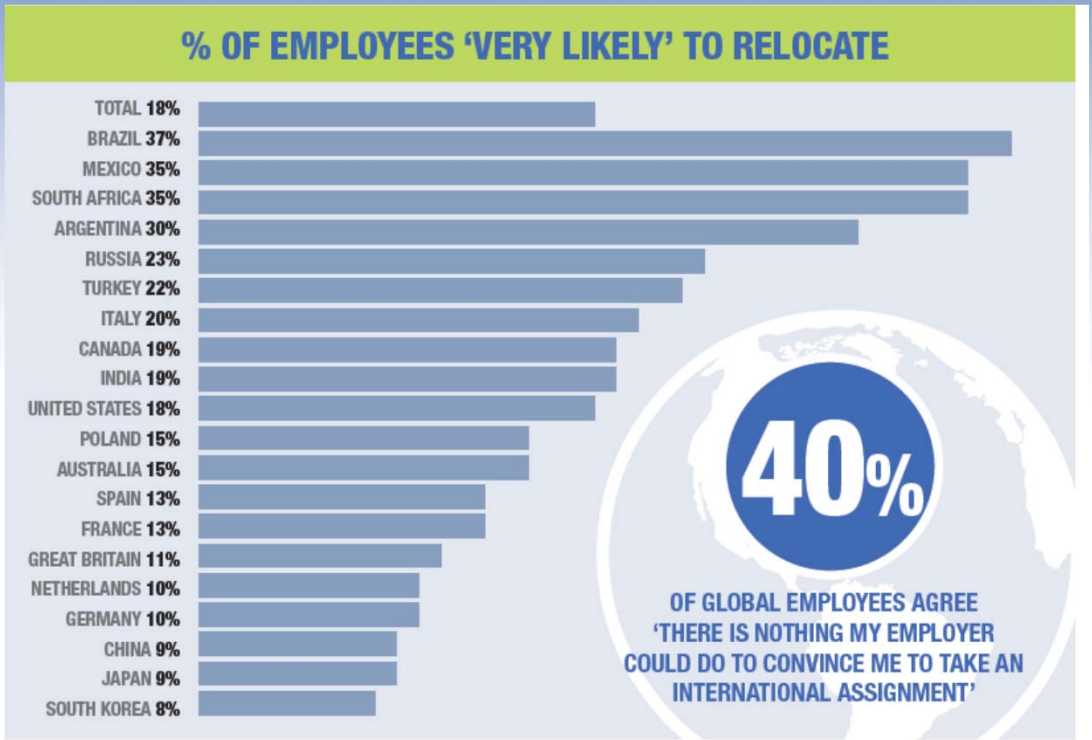
CERC Global Mobility Poll



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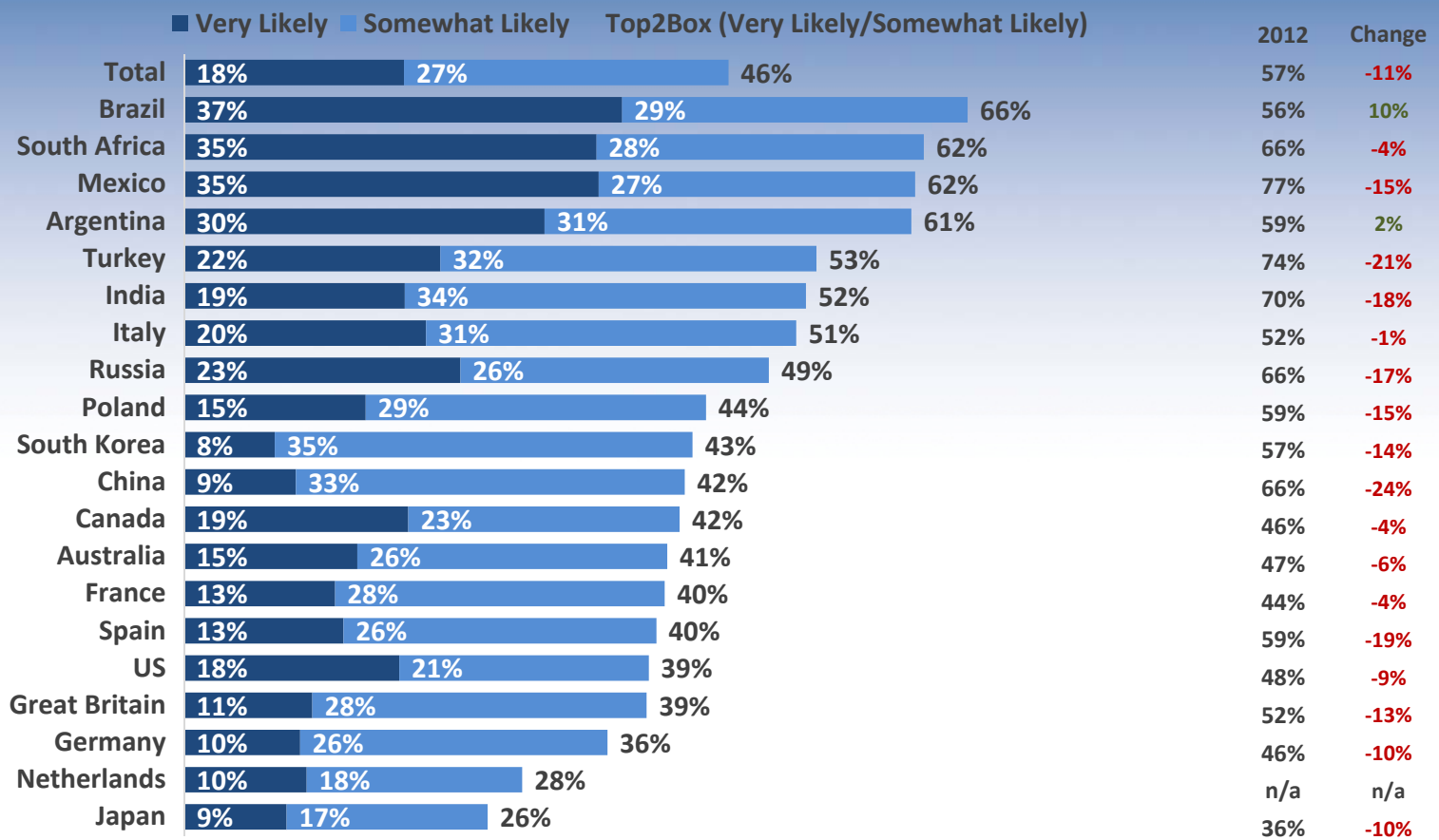
To Temporary Relocate For Up To 2 Years
Likelihood To Move To Another Country



	2012	Change
Total	57%	-11%
Brazil	56%	10%
South Africa	66%	-4%
Mexico	77%	-15%
Argentina	59%	2%
Turkey	74%	-21%
India	70%	-18%
Italy	52%	-1%
Russia	66%	-17%
Poland	59%	-15%
South Korea	57%	-14%
China	66%	-24%
Canada	46%	-4%
Australia	47%	-6%
France	44%	-4%
Spain	59%	-19%
US	48%	-9%
Great Britain	52%	-13%
Germany	46%	-10%
Netherlands	n/a	n/a
Japan	36%	-10%

- FL2a_3. How likely would you be to consider moving for a new job in another country if you could have a minimum 10% increase in your pay and all your moving expenses covered if you had... To temporary relocate for up to 2 years. Base: All Respondents (n=10,091)
- *Note the question changed since 2012.*

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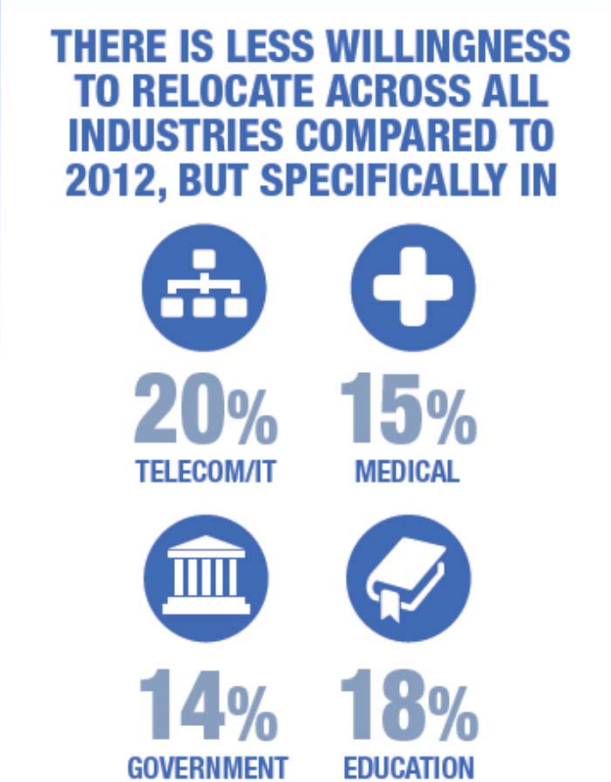
Industry challenges



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TOP COUNTRIES TO RELOCATE

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What's Important

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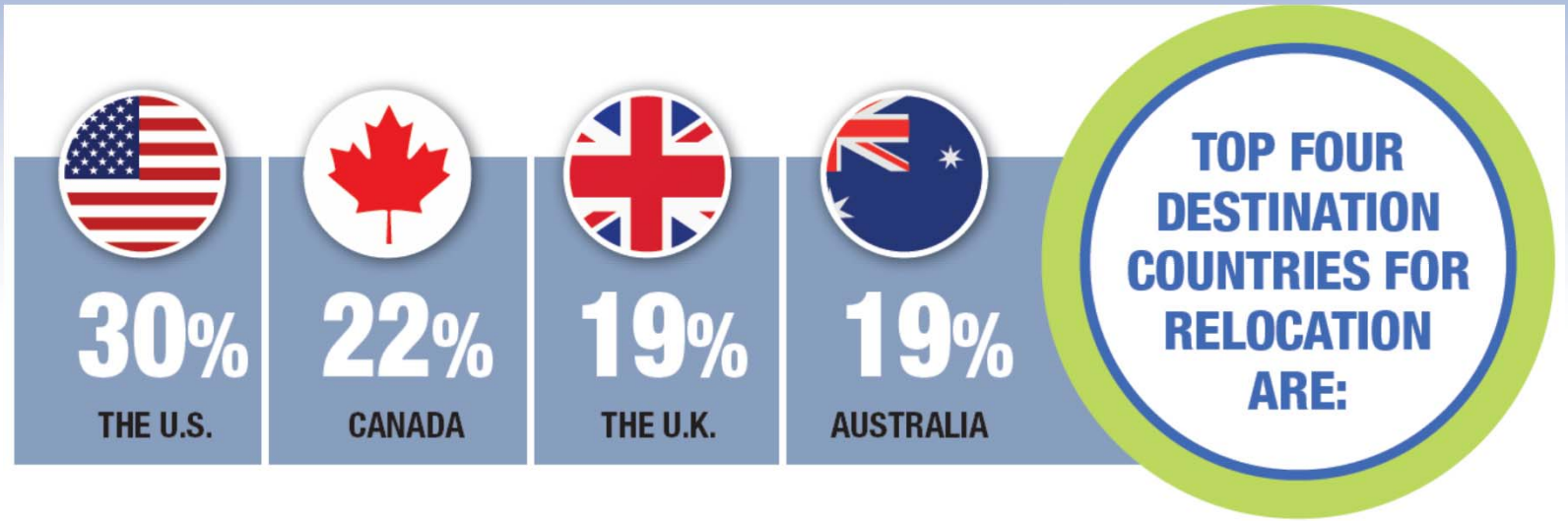
CERC Global Mobility Poll



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CERC Recommendations

- Strategic mobility for skilled / professional workers
- Trade agreements to support more open mobility
- International certification standards with preferred trading partners
- Fewer restrictions on short term business travel
- Trusted employer programs to remove adjudication from POE
- Spousal employment support
- Alignment of tax, social security, health care, financial services

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Thank you! Questions?

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Proposed Updates to Global Talent Occupations List

NOC	Draft Updated GT Occupations List with ICT and STEM Occupations
0211	Engineering managers
0212	Architecture and science managers
0213	Computer and information systems managers
2147	Computer engineers (except software engineers and designers)
2171	Information systems analysts and consultants
2172	Database analysts and data administrators
2173	Software engineers and designers
2174	Computer programmers and interactive media developers
2175	Web designers and developers
2283*	Information systems testing technicians
Subset of 5131*	Producer, technical, creative and artistic director, and project manager in the visual effects and videogame fields
Subset of 5241*	Digital media designers

*Skill and/or wage restrictions would remain in place for these occupations

Next Steps

ESDC is seeking your input by **March 16, 2018,** on the following questions to inform possible updates to the GT Occupations List:

1) Do you agree that the ICT and STEM occupations noted on Slide 10 for possible inclusion on the GT Occupations List are in demand and in shortage in Canada based on the most recent LMI?

2) Do you have additional labour market evidence to share with ESDC on any of the ICT and STEM occupations in consideration, including for those that did not pass the methodology or for those which ESDC has insufficient LMI to make an assessment:
   - NOC 2241 - Electrical and Electronics Engineering Technologists and Technicians;
   - NOC 5131 - Producers, directors, choreographers and related occupations;
   - NOC 5241 - Graphic Designers and Illustrators; and
   - NOC 2161 - Mathematicians, statisticians and actuaries

3) Do you consider other highly-skilled ICT or STEM occupations to be in shortage in Canada? If so, please provide the relevant NOC codes, as well as job titles, job requirements, and job duties.

4) Do you consider the current skills sets associated with the subsets of NOC 5241 and NOC 5131 to be in shortage in Canada? Do you have LMI to support refinements to these skill sets?

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