

September 5, 2025

The Honourable Lena Diab, PC. MP
Minister of Immigration, Refugees and Citizenship Canada
365 Laurier Avenue West
Ottawa, Ontario
K1A 1L1

RE: 2025 Consultations on Economic Priorities for Category-based Selection in Express Entry

Dear Minister Diab,

As you know the Canadian Employee Relocation Council (CERC) has worked constructively with your department for over 15 years. Our organization, comprised of many of Canada's leading employers, is solidly aligned with Prime Minister Carney's vision for Canada's immigration system to *"Attract the best talent in the world to build our economy."*

We were encouraged to see the emphasis on Facilitating Leadership and Innovation in IRCC's recent consultation document — particularly the recognition that *"Canada must also position itself more proactively as a destination of choice for highly skilled professionals who can boost the country's competitiveness and advance economic growth and prosperity."* A message we have been conveying to government over many years.

Canada stands at a pivotal moment. Our future cannot rely solely on trade with the United States, which still accounts for approximately 75% of our exports. In response, your government has outlined an ambitious and necessary vision:

1. Diversify trade globally
2. Rebuild critical infrastructure — including healthcare, housing, and education
3. Strengthen our military

The reality is stark: we do not have the domestic labour force to achieve these goals. For the foreseeable future, 100% of Canada's labour force growth will depend on immigration and mobility.

Yet we face a branding challenge. In the Canadian Employee Relocation Council's recent Global Mobility Survey of 10,000 workers across 19 countries, Canada ranked alongside the UK, Switzerland, and Spain — a drop from second place in 2017. Skilled professionals have choices, and increasingly, Canada is not their first.

To meet our national objectives, we must attract the right immigrants — those with the expertise to help us build, heal, and defend. Equally important is ensuring they are employed in the fields they trained for, not relegated to driving taxis or working in fast food restaurants.

Canada's prosperity hinges on reclaiming our reputation as a destination of choice for global talent — and on delivering meaningful opportunity once they arrive. Our immigration system must evolve into a strategic talent recruitment platform, rather than one that inadvertently discourages skilled professionals from choosing Canada.

In this context, the recent elimination of the Arranged Employment Points allocation (200 points), particularly for candidates qualifying under Major Group 00 of the NOC, is deeply concerning. These senior managers — defined by your own department as “highly skilled workers who oversee the operations of a company or organization and lead a team of employees” — are precisely the kind of leadership talent Canada needs. Reversing this decision (or creating NOC specific draws that would see Executives selected to avoid the creation of “fake” job offers and LMIAs), would send a strong signal that Canada values global expertise and is serious about attracting the best-fit candidates for critical roles.

With businesses worldwide facing talent shortages that threaten economic growth, the mobility of skilled professionals is more vital than ever. The competition for that talent is fierce — and today, Canada is no longer the destination it once was.

I urge your office to take bold steps to restore Canada's appeal to global talent and ensure our immigration system is aligned with our national ambitions.

We look forward to working with you and your officials to rebuild Canada's immigration system to *“Attract the best talent in the world to build our economy.”*

Sincerely,

A handwritten signature in dark ink, appearing to read 'Stephen Cryne', with a stylized, flowing script.

Stephen Cryne
President and CEO, Canadian Employee Relocation Council