

October 25, 2022

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

Dear Minister Fraser,

On behalf of the members of the Canadian Employee Relocation Council (CERC), I am writing to express our overall support of your government's commitment to a three year immigration levels plan. Such a plan provides some level of predictability for employers as they develop their talent strategies.

As Canada looks to its annual immigration targets, skilled immigration programs under the economic class stream must continue to be a key priority. For every 10 highly skilled jobs created, there is a spin off of between 20 and 25 additional jobs. Employers across Canada, in virtually every industry, say talent shortages are restricting business growth and expansion.

Canada is competing against other jurisdictions for a dwindling supply of global talent, at a time when reluctance to emigrate and travel internationally is on the rise.

We are supportive of the government's proposals in 2022 to expand its targets to land 421,000 permanent residents in 2023 and beyond. That said, we are concerned that with a backlog of over two million temporary work permit and permanent resident applications in the system these targets will not be achieved.

The business community, and the Canadian public, deserve to be informed about how your department plans to achieve its immigration targets over the next three years while addressing the backlog in the system.

Without increased investment in technology and more efficient utilization of existing personnel within the department, these targets will be unattainable.

As you are aware, CERC has made several recommendations over the past several years including the implementation of a Trusted Employer Program, expansion of the Global Talent Stream and the Global Skills Strategy, and establishment of a Business Advisory Council to improve economic immigration.

Recently Senator Loffredo, during a question in the Senate, noted "Beyond helping address labour shortages in Canada, the Trusted Employer System could have the added benefit of reducing the overall number of applications and allow IRCC to redirect its resources to other streams."

We firmly believe adoption of such programs will deliver positive benefits to Canada's immigration system and ensure we remain competitive with other countries.

We would welcome an opportunity to review these recommendations with you in the very near future and to support your efforts implementing them on behalf of the Canadian business community.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Stephen Cryne', with a stylized, looping initial 'S'.

Stephen Cryne  
President and CEO, Canadian Employee Relocation Council