

May 15, 2025

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

Dear Minister Diab,

On behalf of the members of the Canadian Employee Relocation Council (CERC), congratulations on your recent appointment as Minister of Immigration, Refugees and Citizenship Canada. We wish you great success in this important portfolio.

The CERC, a non-profit organization representing many of Canada's top employers, has a long and constructive relationship with your ministry on matters related to economic immigration and labour mobility.

As Canada works to strengthen domestic markets through increased trade and infrastructure projects, labour shortages across key industries—including construction, manufacturing, and technology—continue to pose a challenge. In the residential construction sector alone, 22 percent of workers will retire within the next decade, exacerbating the ongoing housing crisis. Employers nationwide struggle to fill critical roles due to a lack of domestic talent, and an ageing workforce will only intensify this issue. Immigration and access to international talent must be central to the solution.

To remain competitive globally, Canada must maintain a robust and flexible economic immigration system that responds to the evolving needs of businesses. To support this goal, the CERC has proposed key recommendations, including the establishment of a **Business Advisory Council (BAC)** for economic immigration and mobility and a **Trusted Employer Program** to ensure Canadian employers can access international talent more efficiently. We believe these measures will strengthen both the system and your department's operational effectiveness.

We would welcome an opportunity to meet with you and your officials to discuss these recommendations further and explore ways to work collaboratively on shared priorities.

Once again, congratulations on your appointment—we look forward to working with you.

Sincerely,



Stephen Cryne
President and CEO, Canadian Employee Relocation Council