



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Deputy Minister

Sous-ministre

Ottawa K1A 1L1

F- 1303397

PROTECTED A

MEMORANDUM TO THE MINISTER

FINAL REPORT – 2023 STAKEHOLDER CONSULTATIONS ON IMMIGRATION LEVELS

FOR INFORMATION

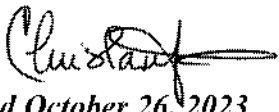
SUMMARY

- The purpose of this memorandum is to share the final report for stakeholder consultations on levels planning conducted over summer 2023 (see Annex A), for your information. The results will be published on the Department's website following the tabling of the 2024-2026 Levels Plan on November 1, 2023.
- The online survey was launched on July 10, and closed on August 4, 2023 (August 16, for Indigenous organizations). A total of 633 stakeholders completed the survey from the 4,780 invited. This number represents a substantial increase from the 2,867 stakeholders organizations invited in 2022, and reflects the Department's commitment to expand outreach and seek a plurality of views on immigration. Responses were received from a wide range of organizations, including non-governmental organizations, settlement/resettlement organizations, educational institutions, economic development organizations, industry/sector councils, regional/municipal governments and academia.
 - In an effort to increase consultation with Indigenous organizations, the Department invited 286 individuals from First Nations, Métis and Inuit serving and/or representing organizations to provide feedback. This is an increase from 80 representatives the previous year. Despite these efforts, response rates remain very low, accounting for only 0.3% of responses. The Department will work to increase outreach with Indigenous partners in advance of next year's levels consultation process.
- Provincial and territorial (PT) representatives were informed of the stakeholder consultations via the Federal-Provincial-Territorial (FPT) Levels Working Group and were consulted on the stakeholder recipient list for the survey.

PROTECTED A

- In addition to stakeholder consultations, the Department engaged with PTs to plan immigration levels. While these activities are not part of the public report and will not be published, a summary of PT views is attached, for your information (see Annex B).

Scott Harris
Associate Deputy Minister


DM e-approved October 26, 2023
Christiane Fox
Deputy Minister

Annexes (2):

Annex A: 2023 Stakeholder Consultations on Immigration Levels - Final Report

Annex B: Summary of Views on Immigration Levels, by Province-Territory

2023 consultations on immigration levels – final report

Contents

| | |
|--|-----|
| Overview and context..... | 2 |
| Online survey | 3 |
| Survey response distribution | 3 |
| Key findings..... | 4 |
| Planning immigration levels..... | 54 |
| Supporting immigrants and communities in Canada..... | 76 |
| Responding to economic and labour force needs | 98 |
| Facilitating access to economic pathways for refugees and displaced people | 111 |
| Addressing systemic barriers and supporting diversity, equity and inclusion..... | 121 |
| Learning from the process | 121 |
| Annexes..... | 141 |
| Annex A: Online survey..... | 141 |
| Annex B: Participating organizations | 232 |

Overview and context

Every year, Immigration, Refugees and Citizenship Canada (IRCC) engages with a broad range of stakeholders from across the country to inform the development of its Immigration Levels Plan, a projection of how many permanent residents Canada will welcome under the economic, family, and refugee and humanitarian programs. This multi-year plan sets out firm targets and ranges for the first year, and notional targets for the second and third years.

For the 2024–2026 Immigration Levels Plan, IRCC sought perspectives on the balance among different categories and programs, how immigration can support the vitality of communities in all parts of the country, and Canada's response to humanitarian crises. The department also wanted to better understand the economic and labour market needs that could be addressed through category-based selection, a new enhancement to Express Entry – the online system that IRCC uses to manage immigration applications from skilled workers – that allows for the selection of candidates who meet defined economic goals.

In addition to an online survey seeking views from stakeholders working in a variety of sectors with important ties to immigration, IRCC engaged with provinces and territories about immigration levels planning, enhancements to Express Entry, and regional programs. Federal, provincial and territorial partnership on immigration levels planning is a requirement of the *Immigration and Refugee Protection Act* (IRPA) and guided by a jointly developed consultation framework. Levels planning also takes into account public opinion research, labour market information, and immigrant outcomes.¹ Additionally, in 2023, IRCC undertook a broad-based policy, research and engagement process, with the goal of gathering meaningful input toward a vision for the future of Canada's immigration system. In line with the feedback we have received, IRCC continues to recognize the importance of a holistic approach to immigration levels planning. This means considering a whole-of-government, whole-of-society lens on the impacts of immigration-driven population growth across Canada. IRCC is working with other federal departments and levels of government to align priorities in areas that intersect with immigration, so we can successfully manage immigration levels without undermining the well-being of Canadians and immigrants.

The findings summarized in this report only reflect the views of those who participated in this engagement process through the online survey. Results should not be projected as representative of the entire Canadian population, specific regions or of all IRCC stakeholders. Furthermore, percentages have been rounded to whole numbers, and as a result, totals may not add up to 100.

The Immigration Levels Plan

IRPA requires the Minister of Immigration, Refugees and Citizenship to table a projection of permanent resident admissions (the Immigration Levels Plan) in Parliament every year. A number of considerations are taken into account, including:

- government priorities and objectives for immigration, as set out in IRPA;
- economic and regional needs across Canada, including considerations of skills gaps and labour shortages in various sectors in the context of a loosening labour market and rising inflation;

¹ IRCC's engagement activities with provinces and territories, as well as analysis of public opinion research, labour market information and immigrant outcomes are not part of this report.

- international obligations with respect to refugees and offering protection to those in need;
- the ability of IRCC and its partner departments to screen and process applications in a timely manner; and
- the capacity to settle, integrate and retain newcomers, including settlement services, housing availability, public infrastructure, etc.

The Immigration Levels Plan is designed to support a well-managed system that maintains public confidence, fosters economic growth, supports diversity, and helps build vibrant, dynamic, and inclusive communities, while ensuring the safety and security of Canadians.

Online survey

From July 10 to August 16, 2023, a total of 4,780 stakeholder organizations were invited by email to participate in an online survey (see Annex A). [A dedicated website page was created](#) with a publicly available link to the survey, including background information on immigration levels planning to facilitate people’s participation in the engagement process. IRCC received a total of 633 completed surveys.

Participating stakeholders included, but were not limited to, non-profit organizations, settlement or resettlement organizations, academic and educational institutions, government bodies, employers and businesses, chambers of commerce, Francophone and official language minority community organizations, and industry and sector councils. This number represents a substantial increase from the 2,867 stakeholder organizations invited in 2022, and reflects the Department’s commitment to expand outreach and seek a plurality of views on immigration. (See Annex C for the full list of participating organizations.)

Survey response distribution

Region of operation

| | Number of responses | % of total respondents |
|----------------------------|---------------------|------------------------|
| Across Canada ² | 94 | 15% |
| Alberta | 83 | 13% |
| British Columbia | 102 | 16% |
| Manitoba | 52 | 8% |
| New Brunswick | 41 | 6% |
| Newfoundland and Labrador | 18 | 3% |
| Northwest Territories | 16 | 3% |
| Nova Scotia | 51 | 8% |
| Nunavut | 5 | 1% |
| Ontario | 199 | 31% |
| Prince Edward Island | 29 | 5% |
| Québec ³ | 36 | 6% |

² Stakeholders who identified as a national organization also identified the province(s) or territory(ies) in which they operate. Similarly, some participating stakeholders operate in more than one province or territory and could select multiple jurisdictions when completing the survey. As such, totals do not add up to 100%.

³ By virtue of the [Canada–Québec Accord](#), IRCC only engages organizations that operate in Québec with a national mandate, as Québec is solely responsible for immigration planning in its own jurisdiction. As such, a smaller proportion of organizations were invited to participate in this year’s online survey.

| | | |
|-------------------|----|----|
| Saskatchewan | 43 | 7% |
| Yukon | 36 | 6% |
| Outside of Canada | 10 | 2% |
| Prefer not to say | 0 | 0% |

Organization type

| Primary focus of stakeholder organization ⁴ | Number of responses | % of total respondents |
|---|---------------------|------------------------|
| 2SLGBTQI+ organization | 11 | 1.7% |
| Academia, research foundation/institution or think tank | 47 | 7.4% |
| Advocacy group | 52 | 8.2% |
| Arts and culture organization | 9 | 1.4% |
| Business | 111 | 17.5% |
| Chamber of commerce or board of trade | 21 | 3.3% |
| Communauté francophone accueillante/Welcoming Francophone community | 12 | 1.9% |
| Diversity, equity and inclusion organization | 45 | 7.1% |
| Economic development organization | 51 | 8.1% |
| Educational institution | 54 | 8.5% |
| Faith-based organization | 10 | 1.6% |
| Francophone or official language minority community organization | 33 | 5.2% |
| Government – Arm's length agency/Crown corporation | 3 | 0.5% |
| Government – Federal | 7 | 1.1% |
| Government – Municipal or regional administration | 29 | 4.6% |
| Government – Provincial or territorial | 13 | 2.1% |
| Healthcare organization or other care service | 18 | 2.8% |
| Immigration consulting | 51 | 8.1% |
| Indigenous (First Nations, Inuit or Métis) organization | 2 | 0.3% |
| Industry or sector council | 31 | 4.9% |
| International organization | 9 | 1.4% |
| Labour union or workers' advocacy group | 5 | 0.8% |
| Language training organization | 36 | 5.7% |
| Legal service | 14 | 2.2% |
| Member of a Local Immigration Partnership (LIP) | 44 | 7.0% |
| Member of a Réseau en immigration francophone/Francophone Immigration Network (RIF) | 17 | 2.7% |
| Multicultural or ethno-cultural association | 28 | 4.4% |
| Not-for-profit, charitable or non-government organization | 193 | 30.5% |
| Rural and Northern Immigration Pilot (RNIP) community | 5 | 0.8% |
| Settlement or resettlement organization | 110 | 17.4% |
| Tourism organization | 10 | 1.6% |
| Other | 46 | 7.3% |
| Does not represent an organization | 5 | 0.8% |
| Prefer not to say | 1 | 0.2% |

A majority of participating stakeholders represent large urban centres, consisting of a population of 100,000 and over (61%). 43% were from medium centres (with a population of between 30,000 and

⁴ Stakeholder organization categories provided as options in the survey are not universally defined. Some organizations may self-identify in a different category than another organization with a similar mandate.

99,999), and 43% were from small centres (with a population of between 1,000 and 29,999). Less than a third (30%) are from rural or remote areas, with a population of less than 1,000.⁵

Key findings

- **Immigration levels:** While most stakeholders continue to believe that levels targets are about right or should increase, a growing proportion indicated that the 2024 and 2025 targets were too high compared with last year’s results. Beyond 2025, stakeholders are now more likely to say levels should stabilize rather than increase, and more are calling for a decrease than in previous years.
- **Investment priorities:** Housing continues to be seen as a crucial area for investment for sustainable immigration levels – even more so than last year. Access to healthcare services, support for foreign credential recognition, language training, and career development are also seen as important aspects to support immigration to Canada.
- **Regionalization:** Many stakeholders indicated that a stronger focus on regional efforts would better support labour needs in smaller and medium-sized communities. These include further investments in areas such as housing and transportation, dedicated permanent residence pathways, and expanded support for those communities to provide settlement, integration and employment services to newcomers.
- **Immigration programs:** Most stakeholders feel that Canada’s permanent economic immigration programs do not respond well enough to economic needs. A significant majority also believes that permanent immigration through Express Entry and category-based selection⁶ would help address labour shortages in their communities. Many also indicated that Canada should increase immigration pathways for refugees and displaced people based on their skills and experience.
- **Francophone immigration:** Stakeholders highlighted the need for further investment in settlement services, including language training, and the need for a dedicated temporary resident to permanent resident pathway to achieve Francophone immigration objectives.
- **Diversity, equity and inclusion:** To support social cohesion and successful outcomes for newcomers, stakeholders highlighted the need for training and educational support for employers and communities. It was also recommended that IRCC continues to advance concrete efforts to lower systemic barriers related to the immigration application process itself.

Planning immigration levels

When asked to rank the top reasons for Canada to have a robust immigration system, a large majority (almost 9 in 10) of stakeholders identified addressing economic and labour force needs and bringing new skills to Canada as the most important reason. Supporting Canada’s economic recovery and supporting community development and humanitarian commitments were also seen as important reasons.

Question 6: Which of the following would you say are the most important reasons for Canada to have a robust immigration system?

% top 3

⁵ Stakeholders could select all of the community sizes that they serve. As such, totals do not add up to 100%.

⁶ In the spring of 2023, IRCC started implementing a new way of selecting candidates through Express Entry to better help meet specific economic goals. This “category-based selection” is done by creating “categories” – in other words, by selecting immigrants with particular qualifications such as education, work experience, or language skills to support identified economic needs and priorities.

| | |
|--|-----|
| Help address economic and labour force needs and bring new skills to Canada | 86% |
| Support Canada's economic recovery | 51% |
| Support community development | 35% |
| Support humanitarian commitments | 34% |
| Contribute to Canada's diversity | 29% |
| Reunite families | 29% |
| Increase Canada's population | 19% |
| Support Francophone immigration and the development of minority official languages communities | 14% |

Asked to consider the 2024 target of 485,000 new permanent residents, 44% of stakeholders felt the target was “about right,” while 29% said it was “too few,” and only 13% said it was “too many.” When considering the 2024 target for the economic and family classes, most stakeholders either felt it was either “about right” or “too few,” with less than 10% stating that it was “too many” new permanent residents. Stakeholders were more split when considering the refugees, protected persons and humanitarian class, with 37% indicating that the target was “about right,” 28% indicating that it was “too few,” and 19% indicating that it was “too many” new permanent residents.

Question 7: Canada's current Immigration Levels Plan sets notional targets for new permanent residents in each immigration class for 2024. For each of the following immigration classes and the overall total, do you feel that this would be too many, too few or about the right number of new permanent residents? For ease of reference, you can consult the full 2023–2025 Immigration Levels Plan.

| | Too many | Too few | About right | Don't know |
|---|----------|---------|-------------|------------|
| Economic classes <i>2024 target: 281,135</i> | 10% | 37% | 44% | 9% |
| Family classes <i>2024 target: 114,000</i> | 9% | 34% | 44% | 14% |
| Refugees, protected persons, and persons in Canada on humanitarian grounds <i>2024 target: 89,865</i> | 19% | 28% | 37% | 15% |
| All categories <i>2024 target: 485,000</i> | 13% | 29% | 44% | 14% |

When asked about the proposed 2025 target of 500,000 new permanent residents, stakeholders were now more likely to see it as “about right” (49%) than as “too few” (24%), while almost 1 in 5 (19%) indicated that it was “too many.”

Question 8: The current plan sets a notional target for 2025 to welcome 500,000 newcomers, or 1.25 percent of Canada's population. In your opinion, do you feel that this would be too many, too few or about the right number of immigrants coming to Canada?

| | Too many | Too few | About right | Don't know |
|--|----------|---------|-------------|------------|
| 2025 target: 500,000 <i>(1.25% of Canada's population)</i> | 19% | 24% | 49% | 9% |

Beyond 2025, a majority of stakeholders (41%) said that immigration levels should stabilize at that level, with a third of stakeholders (32%) indicating that immigration levels should increase, and 15% feeling that they should decrease.

Question 9: Beyond 2025, would you like to see immigration levels increase, stabilize at 500,000 immigrants per year, or decrease?

| | Response % |
|-------------------------------|------------|
| Increase | 32% |
| Stabilize at 500,000 per year | 41% |
| Decrease | 15% |
| Don't know | 12% |

If levels were to increase, almost two thirds of stakeholders (62%) would choose to prioritize economic class immigrants; the rest are split between refugees, protected persons and persons in Canada on humanitarian grounds (18%) and family classes (15%) – about 1 in 5 each. Many stakeholders were reluctant to recommend a specific class if levels were to decrease, with 44% answering “don’t know.” More than a quarter (27%) selected the refugee class, while fewer chose the economic (17%) or family (11%) classes.

Question 10: If immigration levels were to increase, in which immigration class would you prioritize growth?

Question 11: If immigration levels were to decrease, in which immigration class would you recommend a decrease?

| | If levels increase, where to prioritize? | If levels decrease, where to decrease? |
|--|--|--|
| Economic classes | 62% | 17% |
| Family classes | 15% | 11% |
| Refugees, protected persons, and persons in Canada on humanitarian grounds | 18% | 27% |
| Don't know | 5% | 44% |

Supporting immigrants and communities in Canada

When asked to rank the most important areas requiring investment to support increased immigration in their region, the first choice from stakeholders was overwhelmingly housing – 96% chose it as one of the top three priorities, or 4 in 5 stakeholders. Healthcare services (80%), post-secondary education and skills training (46%) and public transportation (41%) were also seen as important priorities. When invited to elaborate in an open-ended question, some further indicated that additional investments in affordable and rental housing were necessary to support population growth.

Question 12: How important would investment in each of the following be in supporting increased immigration in your region? Data below indicates items most often ranked in the top 3. Proportions provided are among those who submitted a valid response.

| | % top 3 |
|--|---------|
| Housing | 96% |
| Health care services | 80% |
| Post-secondary education/skills training | 46% |
| Public transportation | 41% |

| | |
|-------------------------------|-----|
| Primary and secondary schools | 29% |
| Internet access | 5% |

Asked which aspects of service provision would be most useful to newcomers and best support increased immigration in their region, 7 in 10 stakeholders selected foreign credential recognition support (71%) and employment and career development support (71%) in their top three. Around 6 in 10 chose language training (59%). Clear and accessible information about programs and services (39%) and help accessing government or community services (26%) were seen more as secondary priorities.

Question 13a: Which of the following aspect(s) would be most useful to newcomers and best support increased immigration in your region? Data below indicates items most often ranked in the top 3. Proportions provided are among those who submitted a valid response.

| | % top 3 |
|--|---------|
| Foreign credential recognition support | 71% |
| Employment and career development support | 71% |
| Language training | 59% |
| Clear and easily accessible info about services/programs | 39% |
| Help accessing government or community services | 26% |
| Diversity, equity and inclusion services | 16% |
| Resources to start/maintain a business | 15% |

Several respondents highlighted the need for expanded settlement services and a better integration of newcomers as important aspects as well. When asked to expand on areas for further investment to support an increased population in their region, a few recommended investing in pre-arrival settlement services and the expansion of settlement services to temporary residents. Some stakeholders also proposed to further invest in public transit, and a few others mentioned healthcare and childcare. An emphasis on the benefits of language training, intercultural competency training, anti-racism initiatives, and job and skills training was also noted.

Asked about the importance of different investment areas to attract newcomers to rural or remote areas and to small and medium-sized communities, roughly three quarters of stakeholders (73%) selected new dedicated pathways to permanent residence for their communities. Around two thirds also highlighted support for communities to play a larger role in the settlement and integration of newcomers (68%) and increased access to settlement services (56%). Enhancing promotion of communities to potential immigrants (53%) and community-specific temporary resident pathways (39%) were mentioned less commonly.

Question 14a: How important would investment in each of the following be to better attract and retain newcomers to rural or remote areas (with a population of less than 1,000) and to small and medium-sized communities (with a population of between 1,000 and 99,999)? Data below indicates items most often ranked in the top 3. Proportions provided are among those who submitted a valid response.

| | % top 3 |
|--|---------|
| New dedicated permanent residence pathways for communities | 73% |
| Support communities to play a larger role in the settlement and integration of newcomers | 68% |
| Increased access to settlement services | 56% |
| Enhanced promotion of communities to potential immigrants | 53% |
| New community-specific temporary resident pathways | 39% |

Respondents were invited to share additional feedback about immigration to communities outside major urban centres. In response, several highlighted again the acute needs around housing, with a particular emphasis on the low supply of rental options in rural and remote areas. The lack of availability of accessible transportation options (including public transit), limited access to healthcare and language training, and lack of attractive job options for newcomers were noted as significant barriers for immigrants who wish to settle. A number of stakeholders also emphasized the importance of stable funding for settlement services within their communities, and the need for dedicated permanent residence programs. Lastly, some noted the need for concrete measures to fight discrimination and make their communities more welcoming towards newcomers.

Stakeholders were asked about the importance of different measures to support increased Francophone immigration in their region. Strengthened support for French-speaking temporary residents to transition to permanent residence (81%) and increased settlement services in Francophone minority communities (79%) were chosen by a majority of respondents in their top three. Relatively fewer stakeholders chose improved selection mechanisms for Francophone and bilingual immigrants (68%) and a targeted expansion of promotion efforts in Canada and overseas (51%).

Question 15: The Government of Canada introduced Bill C-13, an Act to amend the *Official Languages Act*, to enact the *Use of French in Federally Regulated Private Businesses Act* and to make related amendments to other Acts. The modernized Act requires Canada to adopt a Francophone immigration policy with objectives, targets and indicators to increase Francophone immigration. Which of the following aspects would be most useful to support increased Francophone immigration in your region? Data below indicates items most often ranked in the top 3. Proportions provided are among those who submitted a valid response.

| | % top 3 |
|--|---------|
| Strengthened support for French-speaking temporary residents to transition to permanent residence | 81% |
| Increased settlement services, including language training for French-speaking newcomers in Francophone minority communities | 79% |
| Improved selection mechanisms for Francophone and bilingual immigrants | 68% |
| Targeted expansion of promotion efforts in Canada and overseas | 51% |

Responding to economic and labour force needs

When asked to what extent permanent economic programs currently respond to economic needs across Canada, a majority of stakeholders – close to 6 in 10 respondents, or 58% – felt that they did “not” respond “well enough,” while a quarter (25%) felt that they were “adequate.” Only 4% of respondents felt that they responded “very well.”

Question 16a: To what extent do permanent economic programs currently respond to economic needs across Canada?

| | Response % |
|-----------------|------------|
| Very well | 4% |
| Adequately | 25% |
| Not well enough | 58% |
| Don't know | 13% |

Stakeholders were asked to reflect on their local and regional realities, and provide further details supporting their previous responses. Three reasons were most commonly cited:

- the misalignment between targeted skills and those required to fill existing labour shortages in a variety of sectors, including acute shortages in lower-skilled occupations;
- barriers to foreign credential recognition; and
- what was described as an “inefficient and cumbersome” immigration system due to long processing times and complex requirements, seen to cause delays in addressing labour shortages, strain business resources, create uncertainty for applicants, and make Canada a less attractive destination.

Other responses echoed the need to better distribute the benefits of immigration across the country, including to smaller and remote areas, expand settlement and integration programs to support increasing levels of immigration, better align immigration levels with job vacancies and housing availability, and increase measures to ensure an immigration selection approach that is more inclusive and addresses systemic discrimination.

When asked about how federal selection could contribute to regional economic growth while complementing provincial and territorial efforts, stakeholders most often recommended increasing collaborative work among federal, provincial and territorial, as well as municipal levels of government on economic immigration programs. They also mentioned allocating a greater selection role to provinces and territories as well as municipalities, as they are well-positioned to know which applicants have the skills needed in their particular geographical areas. Continuing to attract in-demand skilled labour to address persisting shortages in sectors such as construction and healthcare was also noted. A few respondents proposed to strengthen the focus on regionalization efforts, especially in smaller and remote areas, and leverage data and pilot programs to tailor selection to regional needs. Other answers provided included the need to increase collaboration with the private, academic, and non-profit sectors, support temporary resident to permanent resident pathways and family reunification, and further invest in infrastructure and industries to increase access to housing and foster job creation.

The vast majority of stakeholders (83%) indicated that permanent immigration through Express Entry and category-based selection could have a positive impact on structural labour shortages in their community, region or sector. The roughly equal spread across respondents who perceived this impact as “strong” versus “somewhat strong” may also highlight some limitations as to how permanent economic immigration can help address the complexities and changing nature of labour market trends.

Question 18a: What impact could permanent immigration through Express Entry and category-based selection have on structural labour shortages in your community, region or sector?

| | Response % |
|--------------------------|------------|
| Strongly positive impact | 45% |
| Somewhat positive impact | 37% |
| No impact | 5% |
| Somewhat negative impact | 2% |
| Strongly negative impact | 0% |
| Don't know | 10% |

Stakeholders were asked to reflect on their local and regional economic needs, and how Express Entry and category-based selection could help address labour shortages, potential barriers and gaps. The majority of respondents described needs in healthcare occupations (especially physicians and nurses) and in trades, transportation and other related occupations (more specifically, skilled trades workers, equipment operators and transport drivers). Other common suggestions were for various occupations in

the fields of education, law, and social, community and government services. Respondents cited needs for teachers, childcare workers and caregivers. In sales and service occupations, respondents indicated needs for retail, hospitality and tourism workers. Overall, most stakeholders provided at least one suggestion that is reflected in the [categories prioritized in 2023 for Express Entry candidates](#). In terms of gaps not currently addressed, some respondents suggested a need for lower skilled workers currently ineligible under the Express Entry system, and for greater access to permanent residence for temporary residents already working or studying in Canada.

Facilitating access to economic pathways for refugees and displaced people

When asked to what extent Canada should continue exploring immigration pathways for refugees and displaced people based on their skills and experience, almost two thirds of stakeholders (62%) indicated that we should do “more” or “a lot more.” A significant proportion of respondents (31%) remained neutral on the question, with only 7% indicating that “less” or “a lot less” should be done.

Question 20: Through the Economic Mobility Pathways Pilot (EMPP), Canada is levelling the playing field for refugees and displaced people by offering facilitation measures designed to improve access to economic immigration opportunities. To what extent should Canada continue exploring immigration pathways for refugees and displaced people on the basis of their skills and experience?

| | Response % |
|------------|------------|
| A lot more | 28% |
| More | 34% |
| Neutral | 31% |
| Less | 3% |
| A lot less | 4% |

Asked to highlight what changes Canada should bring to economic immigration programs to better support refugees and displaced people in accessing these opportunities, respondents suggested some avenues to explore. Some stressed the need to provide adequate settlement support services, including language training, to ensure that refugees and displaced people are able to integrate and settle in their new homes. Some indicated the need for greater access to job and skills training, as well as increased investment in bridging programs. Some reiterated the need for proper infrastructure to welcome refugees and displaced people in their communities, and emphasized the importance of regional distribution, especially in smaller and rural communities.

Participants also mentioned the importance of streamlining immigration application processes and reducing processing times. Increasing awareness within refugee communities, ensuring administrative flexibility in providing documentation (for the acknowledgment of credentials, for example), and offering work permits and additional guidance may help refugees and displaced people access more opportunities via economic immigration programs, as they have the skills and the desire to contribute to the economy.

Suggestions were also made to work in close partnership with organizations such as the United Nations High Commissioner for Refugees (UNCHR), Sponsorship Agreement Holders (SAH), non-governmental organizations (NGOs) and the private sector to facilitate the integration of refugees and displaced people into the labour market, and help make connections with employers. A few stakeholders emphasized the need to incentivize businesses to hire refugees and displaced people – through financial support or direct job matching, for example.

A few noted that economic and humanitarian programs should not be conflated, and recommended that IRCC increase humanitarian immigration to achieve humanitarian objectives, while others proposed having a clear pathway to permanent residence (PR) that refugees and displaced people could access.

Addressing systemic barriers and supporting diversity, equity and inclusion

When asked to share their feedback on the potential to improve equitable access to permanent residence, many respondents saw opportunities for improvement and suggested a range of measures. Some mentioned the need for cultural competency training and support for employers and the wider public on anti-bias education and anti-racism.

Some also denoted barriers inherent to the immigration application process itself – including the complexity and accessibility of forms, processing times, the availability of IRCC agents, and transparency around decision-making. The importance of having a diverse IRCC workforce was noted, as was the benefits of equity, diversity, and inclusion training for staff.

Many respondents reiterated earlier points in their responses. They emphasized the key role of settlement services and integration support, language training, education, employment and skills training in the process of adapting to a new home in Canada. Improving the process of recognizing foreign credentials and creating more opportunities to transition from temporary to permanent residence were also noted. Lastly, some commented on the unequal distribution of resources and opportunities globally, which creates broader systemic barriers that we should strive to remove.

Learning from the process

Respondents were also asked a series of questions about the process of engaging with IRCC on immigration levels planning. When asked to identify the most effective ways for the Department to engage with them, stakeholders indicated email (80%) and online surveys (53%) as their top choices, while group discussions and meetings, roundtables and town hall conversations were also commonly mentioned.

When asked what they liked about the process, many stakeholders were thankful for the opportunity to be consulted on issues related to immigration, indicating in some instances that questions were “clear and detailed,” and offered participants the chance to “be candid in [their] responses.” Stakeholders also provided concrete feedback on how IRCC can improve its online surveys moving forward. Some found the questions to be biased, while others found them confusing or not all relevant to their work. Some also raised concerns as to whether or not their feedback would be taken into account. Many respondents indicated that alternative consultation methods would have been helpful, including in-person, virtual and hybrid forms of engagement.

Asked if they had any further recommendations to make to support their engagement in the future, many indicated wishing for more interactivity and more frequent exchanges with IRCC on immigration matters. They also expressed the need to ensure survey results are circulated and feedback is integrated in policy and program decision-making.

In your words

Some of the comments submitted by participants on the engagement process, edited for length and clarity.

“We appreciate the opportunity to provide feedback. The combination of closed and open-ended survey questions helped focus our feedback. We appreciate that links to detailed information were provided to help inform us as we considered these questions.” — Anonymized contribution

“[The online survey] was thorough and asked for input on key areas that are consistently challenging for newcomers. It also asked for feedback across different sectors and geographic areas.” — North York Community House

“[The online survey] was very realistic and factual, [and] touched on burning issues that [are] affecting the average immigrant in rural areas in Canada presently.” — Anonymized contribution

“I found the framing of most questions really narrow, effectively limiting the question of immigration to what is most useful to Canada’s economy right now. This is a short-sighted way of thinking about the issues that will backfire in the long run – we need to have a broader conversation about what we owe to the people we invite here, what we can offer them, and what they offer us beyond the immediate fruits of their labor.” — Neighbourhood Group Community Services

“It would be helpful to receive feedback on how all questions were answered and how IRCC plans to use the information to make [changes].” — Invest WindsorEssex

Annexes

Annex A: Online survey

Q1 – Please provide your organization’s name.

- Organization’s name: _____
- Your name (optional): _____

Q2 – Which of the following best describe(s) your organization? (Please select all that apply.)

- 2SLGBTQI+ organization
- Academia, research foundation/institution or think tank
- Advocacy group
- Arts and culture organization (archives, art gallery or museum, cinema, concert venue, library, performing arts venue, theatre or dance company, etc.)
- Business
- Chamber of commerce or board of trade
- Communauté francophone accueillante/Welcoming Francophone community organization (CFA)
- Diversity, equity and inclusion organization
- Economic development organization
- Educational organization (primary or secondary school, post-secondary institution, designated learning institution, student association, school board, etc.)
- Faith-based organization
- Francophone or official language minority community organization
- Government – Arm’s-length agency/Crown corporation
- Government – Federal
- Government – Municipal or regional administration
- Government – Provincial or territorial
- Healthcare organization or other care service
- Immigration consulting
- Indigenous (First Nations, Inuit or Métis) organization
- Industry or sector council
- International organization
- Labour union or workers’ advocacy group
- Language training organization
- Legal service
- Member of a Local Immigration Partnership (LIP)
- Member of a Réseau en immigration francophone/Francophone Immigration Network (RIF)
- Multicultural or ethno-cultural association
- Not-for-profit, charitable or non-government organization
- Rural and Northern Immigration Pilot (RNIP) community
- Settlement or resettlement organization
- Tourism organization
- Other, please specify: _____
- I do not represent an organization
- Prefer not to say

Q3 – In which of the following sector(s) does your organization operate? (Please select all that apply.)

- Accommodation, hospitality and food services
- Administrative services
- Aerospace and defence
- Agriculture and agri-food
- Arts, entertainment and recreation
- Automotive
- Banking and insurance
- Bio-manufacturing and life sciences
- Construction
- Consulting and legal services
- Energy
- Engineering
- Fashion and design
- Forestry
- Healthcare and social assistance
- Manufacturing
- Mining and oil and gas extraction
- Professional, scientific and technical services
- Real estate and rental and leasing
- Retail and trade
- Technology
- Tourism
- Transportation
- Utilities
- Other, please specify: _____
- I do not work in any of those sectors
- Prefer not to say

Q4a – In which province(s) or which territory(ies) does your organization operate? (Please select all that apply.)

- Across Canada
- Alberta
- British Columbia
- Manitoba
- New Brunswick
- Newfoundland and Labrador
- Northwest Territories
- Nova Scotia
- Nunavut
- Ontario
- Prince Edward Island
- Québec

- Saskatchewan
- Yukon
- Outside of Canada
- Prefer not to say

Q4b – [IF “QUÉBEC” IS SELECTED ALONE ABOVE] – Does your organization have a national mandate, or is your mandate limited to the province of Québec?

- National mandate
- Québec mandate

Q5 – Does your organization represent or serve members from one of the following communities? (Please select all that apply.)

- Large urban population centre, consisting of a population of 100,000 and over
- Medium population centre, with a population of between 30,000 and 99,999
- Small population centre, with a population of between 1,000 and 29,999
- Rural or remote area, with a population of less than 1,000
- Prefer not to say
- Not applicable

Q6 – Which of the following would you say are the most important reasons for Canada to have a robust immigration system? Please rank up to three factors by typing 1, 2 and 3 into the text boxes, with 1 as the most important.

- Help address economic and labour force needs and bring new skills to Canada
- Reunite families
- Support humanitarian commitments
- Increase Canada’s population
- Support community development
- Contribute to Canada’s diversity
- Support Canada’s economic recovery
- Support Francophone immigration and the development of minority official languages communities

Planning immigration levels

Q7 – Canada’s current Immigration Levels Plan sets notional targets for new permanent residents in each immigration class for 2024. For each of the following immigration classes and the overall total, do you feel that this would be too many, too few or about the right number of new permanent residents? For ease of reference, you can consult the full 2023–2025 Immigration Levels Plan.

| | Too many | Too few | About right | Don’t know |
|--|----------|---------|-------------|------------|
| Economic classes (for example: workers or | o | o | o | o |

| | | | | |
|---|---|---|---|---|
| business immigrants) 2024 target: 281,135 | | | | |
| Family classes (for example: spouses, partners, children or parents of people already in Canada) 2024 target: 114,000 | 0 | 0 | 0 | 0 |
| Refugees, protected persons, and persons in Canada on humanitarian grounds (for example: resettled refugees or asylum seekers) 2024 target: 89,865 | 0 | 0 | 0 | 0 |
| All categories 2024 target: 485,000 (approximately 1.25 percent of Canada's population) | 0 | 0 | 0 | 0 |

Q8 – The current plan sets a notional target for 2025 to welcome 500,000 newcomers, or 1.25 percent of Canada’s population. In your opinion, do you feel that this would be too many, too few or about the right number of immigrants coming to Canada?

- Too many
- Too few
- About right
- Don’t know

Q9 – Beyond 2025, would you like to see immigration levels increase, stabilize at 500,000 immigrants per year, or decrease?

- Increase
- Stabilize at 500,000 immigrants per year

- Decrease
- Don't know

Q10 – If immigration levels were to increase, in which immigration class would you prioritize growth?

- Economic classes
- Family classes
- Refugees, protected persons, and persons in Canada on humanitarian grounds
- Don't know

Q11 – If immigration levels were to decrease, in which immigration class would you recommend a decrease?

- Economic classes
- Family classes
- Refugees, protected persons, and persons in Canada on humanitarian grounds
- Don't know

Supporting immigrants and communities in Canada

Please note: If you do not wish to answer a particular question, you can click on → below to proceed to the next question.

Q12 – How important would investment in each of the following be in supporting increased immigration in your region? Please rank up to three factors by typing 1, 2 and 3 into the text boxes, with 1 as the most important.

- Public transportation
- Housing
- Schools (primary and secondary)
- Post-secondary education/skills training
- Healthcare services
- Internet access

Q13a – Which of the following aspect(s) would be most useful to newcomers and best support increased immigration in your region? Please rank up to three factors by typing 1, 2 and 3 into the text boxes, with 1 as the most important.

- Employment and career development support
- Resources to start and maintain a business in Canada
- Language training
- Foreign credential recognition support
- Clear and easily accessible information about services and programs
- Diversity, equity and inclusion services
- Help accessing government or community services

Q13b – Is there anything else that would require investment to support an increased population in your region?

Q14a – How important would investment in each of the following be to better attract and retain newcomers to rural or remote areas (with a population of less than 1,000) and to small and medium-sized communities (with a population of between 1,000 and 99,999)? Please rank up to three factors by typing 1, 2, 3 into the text boxes, with 1 as the most important:

- Enhanced promotion of communities to potential immigrants
- Increased access to settlement services
- Support for communities to play a larger role in the settlement and integration of newcomers
- New dedicated permanent residence pathways for communities
- New community-specific temporary resident pathways

Q14b – Would you like to provide additional feedback about immigration to rural or remote areas, small and medium-sized communities?

Q15 – The Government of Canada introduced Bill C-13, an Act to amend the *Official Languages Act*, to enact the *Use of French in Federally Regulated Private Businesses Act* and to make related amendments to other Acts. The modernized Act requires Canada to adopt a Francophone immigration policy with objectives, targets and indicators to increase Francophone immigration. Which of the following aspects would be most useful to support increased Francophone immigration in your region? Please rank up to three factors by typing 1, 2 and 3 into the text boxes, with 1 as the most important.

- Targeted expansion of promotion efforts in Canada and overseas
- Improved selection mechanisms for Francophone and bilingual immigrants
- Strengthened support for French-speaking temporary residents (workers and students) to transition to permanent residence
- Increased settlement services, including language training for French-speaking newcomers in Francophone minority communities

Responding to economic and labour force needs

Q16a – To what extent do permanent economic programs currently respond to economic needs across Canada?

- Very well
- Adequately
- Not well enough

- Don't know

Q16b – Please provide details on why permanent economic immigration programs are or are not responding to existing economic needs. You may wish to share further considerations based on local realities in regions as a whole (in Atlantic Canada, for example) or in specific areas of the country (in rural locations outside of major population centres, for example).

Q17 – Provinces and territories select economic immigrants who can help meet the needs of their communities. How could federal selection contribute to regional economic growth, while complementing existing provincial and territorial efforts? We would welcome any additional considerations on issues such as the role of regional partners, or key factors that may help to ensure success.

Q18a – What impact could permanent immigration through Express Entry and category-based selection have on structural labour shortages in your community, region or sector?

- Strongly positive impact
- Somewhat positive impact
- No impact
- Somewhat negative impact
- Strongly negative impact
- Don't know

Q18b – Please provide details on specific skilled occupations in your community, region or sector where permanent residence through Express Entry and category-based selection could offer solutions. We would welcome any additional considerations on potential barriers to selection through Express Entry to respond to these economic needs.

Q19 – Are there any other economic needs in your community, region or sector that could be met via the selection of skilled workers through Express Entry and category-based selection? We would welcome any additional considerations on possible gaps that are not currently being addressed.

Facilitating access to economic pathways for refugees and displaced people

Q20 – Through the Economic Mobility Pathways Pilot (EMPP), Canada is levelling the playing field for refugees and displaced people by offering facilitation measures designed to improve access to economic immigration opportunities. To what extent should Canada continue exploring immigration pathways for refugees and displaced people on the basis of their skills and experience?

- A lot more
- More
- Neutral
- Less
- A lot less

Q21 – What changes should Canada bring to economic immigration programs to better support refugees and displaced people in accessing these opportunities?

Addressing systemic barriers and supporting diversity, equity and inclusion

Q22 – Immigration also plays an important role in supporting diversity, and IRCC is committed to addressing systemic racism, sexism, ableism and other barriers that currently exist. IRCC has made a commitment to review its policies for bias and better understand their impact on clients. Where do you see potential to improve equitable access to opportunities for permanent residence?

Learning from the process

Q23 – What are the most effective ways for IRCC to engage with you and/or your organization on immigration levels planning? Please check all that apply.

- Email
- Online surveys
- Written submissions (without survey questions)
- Online engagement platforms
- Group discussions and meetings
- Roundtables and town hall conversations
- Virtual events
- In-person events
- Hybrid events (virtual and in-person)
- Other, please specify: _____

Q24 – What did you like about this engagement process?

Q25 – Was there anything you did not like about this engagement process?

Q26 – Do you have any changes or further recommendations that could support your participation in future years?

Q27 – Do you agree to have your written submission published in subsequent reports?

- Yes, with full attribution – My full name and/or my organization’s name can be published
- Yes, with partial attribution by name – Only my full name can be published
- Yes, with partial attribution by organization – Only my organization’s name can be published
- Yes, with anonymized contribution – My comments can be published, but without reference to either my full name or my organization’s name
- No, I do not agree to have my written submission published at all

Anything else?

Q28 – Is there any other feedback you would like to share with us about immigration levels planning?

Annex B: Participating organizations

3GA Marine
A&O – Support Services for Older Adults
AarKel Tool and Die
Abattoir Ducharme
ABD Naturals
Acadia University / Université Acadia
Accelerator Centre
ACCESS Community Capital Fund
Adventus Canada Immigration
Affiliation of Multicultural Societies and Services Agencies of British Columbia
AG Employ & Immigration Services
Age Friendly Innovation Group
Agema Work
Agri-Food Management Excellence
AGRIS Co-operative
Al Dar Immigration Services
Alberta Chambers of Commerce
Alberta Continuing Care Association
Alberta Hotel & Lodging Association
Alberta Immigrant Women & Children Centre / Centre des femmes et des enfants immigrants de l'Alberta
Algonquin College – Interdisciplinary Studies in Human-Centred Design
Alliance des femmes de la francophonie canadienne
Alliance Jeunesse-Famille de l'Alberta Society
AMINA
Amirnejad Immigration Services
AMSSA
Anglican United Refugee Alliance
Animation and Visual Effects Alliance of British Columbia
ApplyBoard
Aspen Holdings (A&W)
ASSIST Community Services Centre
Association canadienne-française de l'Ontario – Conseil régional des Mille-Îles
Association des francophones du Nord-Ouest de l'Ontario
Association for New Canadians
Association franco-yukonnaise
Association francophone de Brooks
Association francophone des municipalités du Nouveau-Brunswick
Association of Industry Sector Councils
Association of Yukon Communities
Aurora Family Therapy Centre
Automotive Industries Association of Canada / Association des industries de l'automobile du Canada
Avanti Aerospace & Engineering
Berlitz Canada
Boulangerie St-Donat

Bosman Home Front
Boston Pizza
Bow Valley College
Breaktime Immigration Consulting
Bright Stars Daycare
British Columbia Care Providers Association
British Columbia Council for International Education
British Columbia Tech
Brooks Community Adult Learning Council / Conseil d'apprentissage des adultes de la communauté de Brooks
Burman University
Business Centre Guelph-Wellington
Business Centre Nipissing Parry Sound
Business Council of Alberta
C.D. Howe Institute
Calgary Catholic Immigration Society
Calgary Chamber of Commerce
CAN X Immigration & Consulting
Canada Connect Immigration Consulting Services
Canada West Foundation
Canadian Alliance of Student Associations / Alliance canadienne des associations étudiantes
Canadian Association of Professional Immigration Consultants / Association canadienne des conseillers professionnels en immigration
Canadian Centre for Victims of Torture / Centre canadien pour les victimes de torture
Canadian Chamber of Commerce / Chambre de commerce du Canada
Canadian Construction Association
Canadian Council for Aviation and Aerospace / Conseil canadien de l'aviation et de l'aérospatiale
Canadian Home Builders Association
Canadian Manufacturers and Exporters
Canadian Mental Health Association – York Region South Simcoe
Canadian Merchant Service Guild / Guilde de la marine marchande du Canada
Canadian Nursery Landscape Association
Canadian Refugee Sponsorship Agreement Holders Association
Canadian Rural Revitalization Foundation / Fondation canadienne pour la revitalisation rurale
Canadian Skills Training and Employment Coalition
Canadian Trucking Alliance
Canadian Welding Bureau / Association canadienne de normalisation
Canadian Women for Women in Afghanistan
Canadians United Against Hate / Canadiens unis contre la haine
Canadore College
Les Canardises
CANUS Trading
Cape Breton Partnership
Care for Newcomers Society
Carich Consulting
Carleton University
Catholic Refugee Sponsors' Council / Conseil catholique de parrainage pour réfugiés

CBI Health – Ottawa / CBI Santé – Ottawa
CELL Foods / Aliments CELL
Center for Integration for African Immigrants
Centre de leadership et d'évaluation
Centre for Newcomers – Calgary
Centre for Skills Development
Centre for the Study of Living Standards
Centre franco-ontarien de ressources pédagogiques (Centre franco)
Century Initiative / Initiative du Siècle
Cercle des canadiens français de Prince George
CFA Societies Canada
Chamber of Commerce Brantford-Brant
Chamber of Marine Commerce
Chambre de commerce et d'industrie de Sherbrooke
Chartered Professional Accountants of New Brunswick
Chatham – Kent Health Alliance
Chilliwack Community Services
Church of the Epiphany – LINC Sudbury
Circle 5 Tool and Mold
La Cité des Rocheuses
City of Brandon (Manitoba)
City of Brooks (Alberta)
City of Burnaby (British Columbia)
City of Edmonton (Alberta)
City of Penticton (British Columbia)
City of Saul Ste. Marie (Ontario)
City of St. Albert (Alberta)
City of St. John's (Newfoundland and Labrador)
City of Williams Lake (British Columbia)
City of Yellowknife (Northwest Territories)
City Welding
Clarity IoT
Clir Renewables
Cmmchan Immigration
Collège Boréal
Collège de l'Île
Collège Nordique
College of Immigration and Citizenship Consultants / Collège des consultants en immigration et en citoyenneté
Colleges and Institutes Canada / Collèges et instituts Canada
Collingwood Neighbourhood House
Comité d'intégration et d'établissement des nouveaux arrivants dans la Péninsule acadienne
Communtech
Community Family Services of Ontario / Services communautaires pour les familles de l'Ontario
Community Futures – British Columbia
Community Futures – East Interlake
Community Futures – North Okanagan

Compugen
Confederation Court Community Organization
Conseil de développement économique de la Nouvelle-Écosse
Conseil de développement économique des Territoires du Nord-Ouest
Conseil du patronat du Québec
Conseil économique et coopératif de la Saskatchewan
Conseil scolaire de district catholique de l'Est ontarien
Conseil scolaire du Grand Nord
Conseil scolaire-communautaire Évangéline
Cooperation Integration Canada / Coopération Intégration Canada
Corporation of the City of Sault Ste. Marie (Ontario)
County of Grande Prairie (Alberta)
County of Wellington (Ontario)
Cox & Palmer
Crystal Cove Beach Resort
CT Immigration
CultureLink Settlement and Community Services
Dalhousie University
Dawson Creek Literacy Society/Lakeview Learning Centre
Decor Cabinets
Dentons
Dialogue Foundation / Fondation Dialogue
Digital Supercluster
DIVERSEcity Community Resources Society
Doctors Nova Scotia
Dufferin Peel Catholic District School Board
Durham Catholic School Board
Durham College of Applied Arts and Technology
Earl Hardy Trucking
East Central Newcomer Welcome Centre
East Scarborough Storefront
Environmental Careers Organization of Canada (ECO Canada)
Economic Developers Alberta – Town of Canmore
Economics Department Dalhousie University
Edmonton Global
Edmonton Immigrant Services Association
Edson and District Community Learning Society
EKOS Research Associates
Emily Carr University of Art + Design
EmployAbilities
Encircle
Enserva
Estrada & Tan
Exceldor
Expansion Dieppe
Family Dynamics
Family Hotel
Fastzone Immigration Services

Fédération des francophones de la Colombie-Britannique
Fédération des communautés francophones et acadienne du Canada
Ferme des Voltigeurs
FLCCS
Food and Beverage Ontario
Fort St. John Chamber of Commerce
Foundry Immigration
Francophone Chamber of Commerce of Vancouver / Chambre de commerce francophone de Vancouver
Francophonie canadienne plurielle
Frontera Immigration
Garderie du Petit cheval blanc
Gardewine
Gator's Ranch Dog Boarding
GL Immigration Consulting
Global Gathering Place
Grace Transport
Grand Pre Wines
Grande Prairie Council for Lifelong Learning
Greater Essex County District School Board
Greater Sudbury Chamber of Commerce / Chambre de Commerce du Grand Sudbury
Greater Vancouver Board of Trade
Grey County
Groupe Savoie
Grow with Joy Childcare
Guided Immigration
Habitat for Humanity Canada
Haldimand County
Halifax Immigration Partnership
Hamilton Wentworth Catholic District School Board
Hamilton Wentworth District School Board
Hamiota Feedlot
Heartland International English School
HIPPY Halton
Holland College
Holthe Immigration Law
Hospitality House Refugee Ministry
Hotel Association of Canada / Association des hôtels du Canada
Humber College
Huron County Local Immigration Partnership
Imagine Immigration
Immigrant Education Society
Immigrant Entrepreneur Canada
Immigrant Muse
Immigrant Services Association of Nova Scotia
Immigrant Services Society of British Columbia
Immigration francophone de la Nouvelle-Écosse
Immigration Partnership Winnipeg

Immigrationdome
Industrial Training Fund
Innovation Initiatives Ontario North
Innovation Island Technology Association
Inspired Immigration Consulting
Institut de formation humaine intégrale de Montréal
Institute for Canadian Citizenship / Institut pour la citoyenneté canadienne
Integrative Trade and Economics
Inter-Cultural Association of Greater Victoria
Intercultural Centre NWT / Centre interculturel TNO
International Women of Saskatoon
Invest in Canada
Invest WindsorEssex
Ipsos
Islamic Social Services Association Canada
J&F Law Firm
J.D. Irving
Jam Immigration Company
Japanese Canadian Association of Yukon
JCO Immigration Consulting
Jewish Family and Child Service
Jewish Federation of Winnipeg
Jewish Immigrant Aid Services
Jewish Vocational Service Toronto
JGV Services
Journalists for Human Rights
Judith Tokgoz Immigration Services
Kaigo Senior Living
Kamloops-Cariboo Regional Immigrants Society
Kapuskaing and District Chamber of Commerce
KCR Community Resources
Ken Johnson Trucking
Kenworth Ontario
Kerala Association of Prince Edward Island
Kerr Village BIA
Kikinaw Energy Services
Kindale Developmental Association
Kitimat Community Services Society
Kredl's Corner Market
Kwadacha Nation
Labour Solutions Canada
Laidlaw Carriers Van GP
Langara College
Langford Law
Languages Canada / Langues Canada
Larrisa Ling, Barrister & Solicitor
LatAm Startups
Launch Academy

Laurentian University / Université Laurentienne
Learning Disabilities Association of Toronto
Lethbridge Family Services
Lifeline Syria
Lifetime Immigration
LIFT Impact Partners
Lighthouse Labs
Literacy Alberni Society
London Cross Cultural Learner Centre
London Economic Development Corporation
London Newcomer Strategy
London Small Business Centre
Lower Lakes Towing
Ludwig Transport
MacBride Museum
Macleod Group Health Services
Mainland Nova Scotia Building Trades Council
Maison Orphée
MakeWay Charitable Society – Together Project
Malton Neighbourhood Services
Manitoba Aerospace
Manitoba Association of Newcomer Serving Organizations
Manitoba Construction Sector Council
Manitoba Interfaith Immigration Council
Manitoba Non-Profit Housing Association
Manitoba Start
Manitoba Tourism Education Council
MAP British Columbia
Maple Lodge Farms
Marhammad Immigration and Business Consultancy
Marina Immigration Corporation
MaRS Discovery District – Innovation Economy Council
Matthew McDonald Immigration Services
McCarthy Tétrault
MCG Careers
McGrath Logistics
McKenzie College
McMurray Group of Companies
Memorial University of Newfoundland
Mennonite Community Services
MetroWorks (Employability Program for Racialized Newcomer Women)
Minimax Express Transportation
Miramichi Regional Multicultural Association / Association régionale multiculturelle de
Miramichi
Martie Kruger Immigration Canada
MobSquad
Monaghan Mushrooms

Montréal City Mission – Just Solutions Legal Clinic / Mission communautaire de Montréal –
Clinique juridique Solutions justes
Morehouse Foods Canada / Aliments Morehouse Canada
MOSAIC
Moving2Canada
Multicultural and Immigrant Services Association of North Vancouver Island
Multicultural Association Chaleur Region / Association multiculturelle région Chaleur
Multicultural Association of Charlotte County
Multicultural Association of Sussex
N.E.E.D.S.
National Cattle Feeders' Association / Association nationale des engraisseurs de bovins
Natural Wonders Early Learning Centre
Neepawa and Area Immigrant Settlement Services
Neighbourhood Group Community Services
New Brunswick Agricultural Alliance / Alliance agricole du Nouveau-Brunswick
New Brunswick Business Council
New Brunswick Multicultural Council
New Canadians Center
New Canadians' Centre of Excellence
New Media Manitoba
Newcomer Centre of Peel
Newcomer Employment Welcome Services
Newcomers Employment & Education Development Services
Next Gen Men
Niagara College Canada
Nick Noorani Business Group
North Bay and District Multicultural Centre / Centre multiculturel de North Bay et du District
North End Women's Centre
North Forge Technology Exchange
North Shore Women's Centre
North Star Immigration Consulting Ottawa
North York Community House
Northeast Newcomer Services
Northern Alberta Institute of Technology
Northern College of Arts and Technology
Northern Lights College
Northumberland Settlement Services
Northwest Literacy Council
Northwest Montessori Society
Northwest Skills
Northwest Territories Chamber of Commerce
Nova Hotels
Nova Scotia Boatbuilders Association
Nova Scotia Community College
Nova Scotia Works Career Connections
Okanagan College
Olympus Immigration Consultants
Ontario Council of Agencies Serving Immigrants

Ontario Federation of Agriculture
Ontario Long Term Care Association
Ontario Restaurant Hotel and Motel Association
Ontario Retirement Communities Association
Ontario Sewer and Watermain Construction Association
Ottawa Catholic School Board
Ottawa Chinese Community Service Centre
OUTSaskatoon
P&N Trucking Services
Pacific Immigrant Resources Society
Parkdale Intercultural Association
Patel Canada Visa Consultancy
Pathfinder Immigration Business Consulting
PeaceGeeks
Peel Multicultural Council
Peel Newcomer Strategy Group
PEERS Alliance
PHS Community Services Society
PlaceHolder
Playground Creative Agency
Portage Learning and Literacy Centre
Portail de l'immigrant Association
Prairie Berries
Prestige Hotels & Resorts
Price Contractors
Pride Centre of Edmonton
Prince Albert Multicultural Council
Prince Edward Island BioAlliance
Prince Edward Island Bulk Carriers
Prince Edward Island Connectors/Greater Charlottetown Area Chamber of Commerce
Prince Edward Island Cultural Human Resources Sector Council
Prince Edward Island Sikh Association
Prince's Trust Canada
Prism Economics and Analysis
Productions maraîchères Mailhot
Professional Carriers
Progressive Intercultural Community Services Society
Project Abraham
Quantum Valley Ideas Lab
Queen's University
Rainbow Railroad
Rainbow Refugee
Rainbow Refugee Association of Nova Scotia
Rangers Immigration & Consultancy
Real Property Association of Canada
RedBird Immigration
Refugee 613
Refugee Centre / Centre de réfugiés

Refugee Lawyers Association of Ontario
Regina Construction Association
Regina Immigrant Women Centre
Le Relais francophone
Réseau de développement économique et d'employabilité du Nouveau-Brunswick
Restaurants Canada
Rexdale Women's Centre
Richmond Family Place Society
RIZ Immigration Consulting
Robin D. Bajer Law Office
Royal Roads University
RTG Consulting Services
Rural Development Institute – Brandon University
Rural Development Network
Rural Ontario Institute
Russell Inn Hotel & Conference Centre
S.U.C.C.E.S.S.
Saamis Immigration Services Association
Saint John Newcomers Centre / Centre de nouveaux arrivants de Saint-Jean
Saint Mary's University
Sarnia Lambton Economic Partnership
Saskatchewan Association of Immigration Settlement and Integration Agencies / Association
des agences d'établissement et d'intégration des immigrants de la Saskatchewan
Saskatchewan Intercultural Association
Saskatchewan Polytechnic
Saskatchewan Trucking Association
Saskatoon & Region Home Builders' Association
Saskatoon Iranian Cultural Association
Saskatoon Open Door Society
Sault Ste. Marie Innovation Centre
Schulich School of Business
Selkirk College
Service d'accueil et d'inclusion francophone de la Saskatchewan
Services d'établissement du nord-est de l'Ontario
Settlement Assistance and Family Support Services
Shammah Immigration
Sharing Our Cultures
Shoreland Transport
Sintra
Skeena Diversity Society
Skills for Change
Social Enterprise for Canada
Société de développement économique de la Colombie-Britannique
Société économique de l'Ontario
Société nationale de l'Acadie
Sokil Express
Sollio Groupe coopératif
Solomon College

Somali Centre for Family Services
South Vancouver Neighbourhood House
Southern Alberta Institute of Technology
Southwestern Manufacturing
Spectrum Health Care
St. Albert Further Education
St. Andrews Chamber of Commerce
St. Joseph's Care Group
Start Over in Canada
Statera Immigration
Steinbach Chamber of Commerce – Eastman Immigrant Services
STEMCELL Technologies
Strait Area Chamber of Commerce
Studios Framestore
SuccessionMatching (SXNM)
Sudbury Prarthana Samaj
Supreme International
Surrey Board of Trade
Sutco
TechNL
Thunder Bay Multicultural Association
Timmins Economic Development Corporation / Corporation du développement économique de Timmins
Toronto Catholic District School Board
Toronto District School Board
Toronto Metropolitan University
Toronto Metropolitan University – Centre for Immigration and Settlement
Toronto Region Immigrant Employment Council
Tourism Industry Association of Ontario
Tourism Industry Association of Prince Edward Island
Tourism Industry Association of the Yukon
Tout cru! Atelier de fermentation
Town of Altona (Manitoba)
Town of Banff (Alberta)
Town of Labrador City (Newfoundland and Labrador)
Town of Stephenville (Newfoundland and Labrador)
Town of Stratford (Ontario)
TransX
Tri-Core Projects
TTI
Uganda Cultural Association of Alberta
Ukrainian Canadian Association of Yukon
Universalist Unitarian Church of Halifax
Université de Saint-Boniface
University of Alberta
University of Alberta – Campus Saint-Jean
University of British Columbia
University of Calgary

University of Manitoba
University of Ottawa / Université d'Ottawa
University of Victoria
University of Waterloo
University Settlement
Uvaro
Vancouver Liferaft and Safety
Vanier Community Services Center / Centre des services communautaires Vanier
VAST
Vedanta Ashram Society
Victoria Immigrant and Refugee Centre Society
Victoria Innovation, Advanced Technology and Entrepreneurship Council
Ville de Dieppe
Visaship Immigration
Visio360 Immigration
Vizaut Immigration
Volta Labs
VWAT Family Services
W5
Welkom-U
West Prince Ventures – PEI Community Navigators
Westman Immigrant Services
Whitehorse Motors
Windsor Women Working with Immigrant Women
Winnipeg Chamber of Commerce
Winnipeg English Language Assessment and Referral Centre
Woodcock Transportation Group
WorkBC Employment Services
Workforce Collective
World Education Services
Wrangler truck service
XL Immigration Consulting Services
XTL Transport
Yachnin Immigration
Yellowknife Chamber of Commerce
Yes Employment Services
YMCA of Saskatoon
YMCA of the National Capital Region
York University
Yukon Agricultural Association
Yukon Anti-Poverty Coalition
Yukon Federation of Labour
Yukon Tourism Education Council
YXY Immigration Consultant

Annex B: Summary of Views on Immigration Levels and Mix – Provinces and Territories For Information

BILATERAL VIEWS ON 2024-2026 IMMIGRATION PLANNING

The Department conducted bilateral consultations with provinces and territories (PTs) (except Nunavut¹) between July 11 and August 9, 2023, centered around the 2024-2026 Immigration Multi-Year Levels Plan (MYLP). Under the *Canada-Quebec Accord*, engagement with Quebec is undertaken separately and has been ongoing.

Levels Trajectory

-
- Given recent increases in permanent residents (PR) and the surge in temporary resident (TR) populations –

Levels Mix

-
-
-
-

Operations

-

Capacity and Planning

-
-
-
-

Francophone Immigration

-

Quebec

- Pending the official release of Quebec's 2024 Immigration Plan, by November 1,

Pages 39 to / à 40
are withheld pursuant to sections
sont retenues en vertu des articles

21(1)(a), 21(1)(b), 13(1)(c), 14(a)

of the Access to Information Act
de la Loi sur l'accès à l'information

Page 41

**is withheld pursuant to sections
est retenue en vertu des articles**

21(1)(a), 21(1)(b), 13(1)(c), 14(a)

**of the Access to Information Act
de la Loi sur l'accès à l'information**

Under the *Canada Québec Accord*, Quebec sets its own immigration levels and has the responsibility of selection in all classes of immigrants destined to the province except Family Class and persons determined to be refugees in Canada. Canada remains responsible for establishing annual levels overall, but must take into account Quebec's advice on the number of immigrants that it wants to receive. In line with the requirements of the *Canada-Quebec Accord*, IRCC consults Quebec, each summer through a letter exchange at the ADM level and Quebec, in turn, provides in a letter response their projected levels options. Additional bilateral meetings, at the working-level, take place during the summer to support consultations process with Quebec.