



Online survey on immigration levels

Q1 – Please provide your organization’s name.

Organization’s name: Canadian Chamber of Commerce

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.

- 1 Help address economic and labour force needs and bring new skills to Canada
- Reunite families
- Support humanitarian commitments
- Increase Canada’s population
- 3 Support community development
- Contribute to Canada’s diversity
- 2 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 business immigrants) <i>2024 target: 281,135</i>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family classes (for example: spouses, partners, children or parents of people already in Canada) <i>2024 target: 114,000</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Refugees, protected persons, and persons in Canada on humanitarian grounds (for example: resettled refugees or asylum seekers) <i>2024 target: 89,865</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
All categories <i>2024 target: 485,000</i> (approximately 1.25 percent of Canada’s population)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>



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.

- 3 Public transportation
- 1 Housing
- _____ Schools (primary and secondary)
- 2 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.

- 2 Employment and career development support
- _____ Resources to start and maintain a business in Canada
- 3 Language training
- 1 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?

The Government of Canada should work in collaboration with provinces and territories to ensure the infrastructure needed to support rapid increases in population is in place (e.g., housing). More employer-focused supports to facilitate the meaningful integration of newcomers into the Canadian labour market would also help accelerate economic integration. Additional investment should be made in streamlining visa and work permit processes and in expediting the recognition of foreign qualifications to enhance workforce integration timelines.

Investments should also be directed toward providing newcomers with accessible upskilling and reskilling programs to facilitate their workforce integration, particularly where labour gaps exist. These initiatives should align with opportunities in the green and digital economy.

Lastly, collaboration with educational institutions and businesses should be increased to support the successful integration of international students into the Canadian workforce.

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
- 3 _____ Support for communities to play a larger role in the settlement and integration of newcomers
- 1 _____ New dedicated permanent residence pathways for communities
- 2 _____ 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?

The Government of Canada must prioritize regional immigration strategies that address local labour needs. To increase and retain immigration to rural and remote communities, resources should be made available to these communities. For example, allocating additional points in the points-based immigration system to individuals who commit to settling in these smaller communities and possess in-demand skills could be a way to incentivize immigration to rural and remote areas of the country.

The success of regional initiatives like the Atlantic Immigration Program and the Rural and Northern Immigration Pilot Program demonstrates the viability and effectiveness of region-specific programs. The Government of Canada should collaborate with participating communities to make permanent the Rural and Northern Immigration Pilot Program.

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
- 1 _____ Improved selection mechanisms for Francophone and bilingual immigrants
- 2 _____ Strengthened support for French-speaking temporary residents (workers and students) to transition to permanent residence
- 3 _____ 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) .

The Government of Canada must implement a comprehensive immigration strategy that responds to economic needs and addresses labour shortages. Provincial Express Entry processes can be streamlined to prioritize industry sectors where shortages exist or are anticipated, such as health, housing, and transportation. By prioritizing workers qualified in high-demand sectors, the government can significantly contribute to labour market demands.

Reducing barriers to hiring skilled foreign talent and introducing more efficient labour immigration processing times will simplify the process of filling workforce gaps. Expediting the processing for permits and foreign credential recognition of 'in-demand' occupations and enhancing the Temporary Foreign Worker program are also necessary steps in addressing labour shortages.

Lastly, to ensure that regional labour needs are met, strategic, skills-based immigration programs should be developed and tailored to regional labour needs. Decentralizing the immigration selection process and supporting local solutions created by communities can also help address specific workforce needs in each community.

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.

The Government of Canada must collaborate more closely with provincial, territorial, and municipal governments, as well as with the private sector, to better understand regional and local labour market needs. Immigration selection processes must continue to be decentralized by providing greater control to provinces and territories over immigrant selection and strengthening the nominee program.

A more active role at the municipal level should also be considered. The launch and expansion of a municipal nominee program can be instrumental in addressing specific workforce needs at the local level. This will allow the design of solutions tailored to unique local economic requirements.

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.

Specific attention should be given to addressing the shortage of skilled workers in residential construction. The Government of Canada should proactively work to attract skilled workers in this field to ensure the necessary infrastructure is in place to accommodate its immigration targets while also tackling the housing shortage.

Canada's agri-food sector also continues to face persistent issues in filling vacant positions. The Government of Canada should continue to build on the Agri-food Pilot by further reducing barriers that have limited the program's uptake. Creating accessible pathways to permanent residency for temporary foreign workers will help Canadian agri-food businesses address persistent labour shortages.

It is crucial that the Government of Canada increase its collaboration with provinces and territories, as well as with professional societies and associations responsible for establishing standards for training, certification, and lifelong education. This will expedite the process of recognizing the skills and education of new immigrants. The primary focus should be given to sectors struggling the most with labour shortages, such as the care economy, agriculture, construction and transportation.



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.

As previously mentioned, there is a pressing need for a more pronounced focus on labour requirements in the residential construction industry. This isn't just about generic construction or the broader trades—residential construction has specific, unique needs. This involves the consideration of additional profession categories in Tiers 3 and 4. For instance, general labourers, carpenter assistants, and drywall installers are desperately needed. Such entry-level positions not only provide employment opportunities but also facilitate easier labour market integration compared to other classifications. Applicants for these positions need to have an affinity for this kind of work and language proficiency. With these foundations, they can develop into skilled workers who bring valuable contributions to the sector.

Additionally, the Government should improve the Agri-Food Pilot and reduce its barriers, utilize the Temporary Foreign Worker program, and offer clear routes to permanent residency. Labour Market Impact Assessments approvals for Temporary Foreign Worker positions in agri-food should be processed within 6-8 weeks. Additionally, a "trusted employer" status in the Temporary Foreign Worker program can speed up approvals and cut costs for compliant employers. This status could be available to employers who have previously utilized the program and shown adherence to its rules.

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?

Employer-led and supported services are crucial for promoting meaningful labour market integration. Wage incentives could be considered to encourage employers to hire refugees, especially during their first two years of settlement. Moreover, the Government of Canada should prioritize offering skills and language training support to government-assisted refugees to facilitate a smoother integration into the Canadian workforce.

It is also critical to expedite and reduce the complexity of foreign qualification recognition. This should be paired with competency-based assessments as an alternative pathway to employment for individuals lacking formal certifications.

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?

IRCC could adopt a more comprehensive and standardized approach to competency-based assessments. By focusing on an individual's skills, experiences, and potential contributions to Canada, this approach can better evaluate applicants' suitability for permanent residency.

Secondly, implementing regular evaluations and adjustments based on feedback from immigrant communities is essential. Engaging with these communities and considering their perspectives will help shape more inclusive policies.

Thirdly, fostering transparency in the immigration process is vital. Clear communication about the requirements, procedures, and timelines can empower applicants and ensure they have a fair chance at accessing permanent residency opportunities.

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?

The Canadian Chamber of Commerce values the opportunity to provide input and feedback representing the interests and perspectives of the Canadian business community within the framework of the immigration levels planning process.

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

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N/A

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

N/A



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?

Determination of immigration levels should prioritize and address the changing needs of our economy. In-depth labour market analysis and regular consultation with the Canadian business community would increase understanding of labour market need, foster data-based decision making, and increase the likelihood of successful immigrant integration.

Thank you for sharing your insights with us!