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Ms. Joanne Sweeting  
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PO Box 20181  
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Dear Ms. Sweeting:

On behalf of the Honourable Patty Hajdu, Minister of Employment, Workforce Development and Labour, I am responding to the email of July 6, 2018, sent by Ms. Laura Schumi, Administrative Clerk, in which she attached your letter addressed to Ms. Karen Cathcart. You wrote regarding the need for a review of the Temporary Foreign Worker (TFW) Program and other immigration and employment programs in order to broaden the pool of candidates for unskilled positions in rural tourism-based communities.

The TFW Program is established through the *Immigration and Refugee Protection Act* and Regulations and is jointly administered by Employment and Social Development Canada (ESDC) and Immigration, Refugees and Citizenship Canada (IRCC). ESDC reviews applications from employers who wish to hire temporary foreign workers and issues an assessment on the likely impact these workers would have on the Canadian labour market. IRCC reviews applications, issues visas and authorizes work permits, as appropriate.

The TFW Program assists employers in filling their genuine labour requirements when qualified Canadians and permanent residents are not available. The Program is driven by employer demand and is intended to assist employers in addressing immediate skills and labour needs on a temporary basis. Employers who wish to use the TFW Program must comply with strict program criteria to ensure that the entry of a temporary foreign worker will not have an adverse effect on the Canadian labour market.

As part of the Labour Market Impact Assessment (LMIA) process, ESDC looks at available labour market information for the region and for the occupation, as well as information provided by the employer, to determine whether:

- efforts were made by an employer to recruit or train Canadians or permanent residents;
- hiring a foreign worker will or is likely to result in transferring skills or knowledge to Canadians or permanent residents, or in creating or retaining employment for Canadians;
- a temporary foreign worker is likely to fill a labour shortage;
- the wages offered are consistent with the prevailing wage rate for the occupation, and working conditions are in accordance with accepted Canadian standards;
- the employment of a foreign national is not likely to adversely affect the settlement of any labour dispute that may be in progress; and

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- the employer has made efforts to fulfill previous commitments made to the TFW Program to transition to a domestic workforce.

A negative LMIA will be issued if an assessment indicates that hiring a temporary foreign worker will have a negative impact on the Canadian labour market or if an employer has not complied with TFW Program policies. The LMIA's and work permits are issued for specific durations, and workers are expected to return to their home countries once their work permits have expired.

I would also like to mention that, on April 10, 2017, as part of the Government's response to the Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities report tabled on September 19, 2016, the Department announced that it will work with sectors that are heavy users of the TFW Program to create labour market development strategies in partnership with industry groups, employers, organized labour, provincial governments and other stakeholders.

The sectors that were identified for review as part of the Government's response are fish and seafood processing, meat processing, construction, trucking and tourism.

The objective of this work is to:

- better understand sector-specific recruitment challenges (for example, specialized skills, remote locations);
- work with stakeholders to develop labour market strategies to better attract and retain a domestic workforce, with a focus on under-represented groups in the labour market; and
- inform any future decisions on the TFW Program policies.

As part of the tourism sector review, departmental officials, in partnership with Tourism HR Canada (a national industry-led organization), held three roundtable meetings across the country in April and May 2018. Participants in the roundtables included industry associations, owners, employers, and representative from other federal and provincial or territorial departments. In addition, stakeholders were given the option to connect with a member of Tourism HR Canada for a telephone interview or to complete an online survey.

Departmental officials are currently working on finalizing the sector reviews, and the information obtained through these roundtables with stakeholders will be used to inform potential changes to the TFW Program.

Each year, the Government of Canada invests more than \$330 million in the Youth Employment Strategy (YES), to provide training and employment services so that young people can gain the skills, abilities and work experience needed to get a strong start in their careers.



ESDC delivers YES in collaboration with 10 other federal departments and agencies through three program streams:

- Skills Link helps young people who face barriers to employment develop basic employability skills and gain valuable job experience, so they can successfully transition to the labour market or return to school. These youth could include those who have not completed high school, single parents, Indigenous youth, newcomer youth, young persons with disabilities, and youth living in rural or remote areas.
- Career Focus helps post-secondary graduates transition to the labour market through paid internships, and helps provide youth with the information and experience they need to make informed career decisions, find a job or pursue advanced studies.
- Summer Work Experience provides wage subsidies to employers to create summer employment for secondary and post-secondary students. The Summer Work Experience program includes ESDC's Canada Summer Jobs program, which provides funding to not-for-profit organizations, public-sector employers, and small businesses to create summer job opportunities for students.

Through Budget 2018, the Government proposes to provide an additional \$448.5 million over five years starting in 2018–2019, for YES. This funding extends commitments made in 2016 to nearly double the number of Canada Summer Jobs for summer 2019, with up to 70,000 opportunities for youth. Over the following years, this funding will provide resources to implement a modernized YES, building on the input of the Expert Panel on Youth Employment.

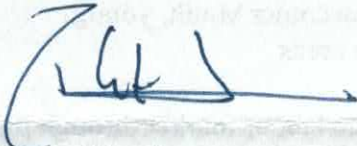
The Government of Canada has sustained its commitment to Canada's newest workers through successive investments, including \$339 million over three years for Canada Summer Jobs opportunities, beginning in 2016, and an additional \$395.5 million over three years, starting in 2017–2018, through Budgets 2016 and 2017. This funding is helping:

- more than 33,000 vulnerable youth develop the skills they need to find work or go back to school;
- create 15,000 new green jobs for young Canadians; and
- provide over 1,600 new employment opportunities for youth in the heritage sector.

Finally, employers can also connect with the Indigenous Skills and Employment Training (ISET) Program service provider in their region to ask about promoting job opportunities to local Indigenous populations. A list of service providers in British Columbia can be found at [www.canada.ca/en/employment-social-development/services/indigenous/agreement-holders.html#bc](http://www.canada.ca/en/employment-social-development/services/indigenous/agreement-holders.html#bc).

I hope that this information is helpful in addressing your concerns with the TFW Program and providing you with potential options regarding the employment of youth and Indigenous workers to fill positions in the tourism industry.

Yours sincerely,



Philippe Massé  
Director General  
Temporary Foreign Workers Directorate  
Skills and Employment Branch