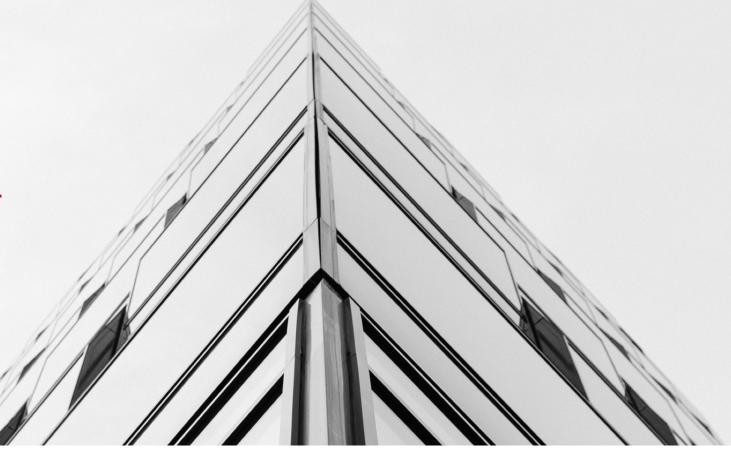


Susie Grynol

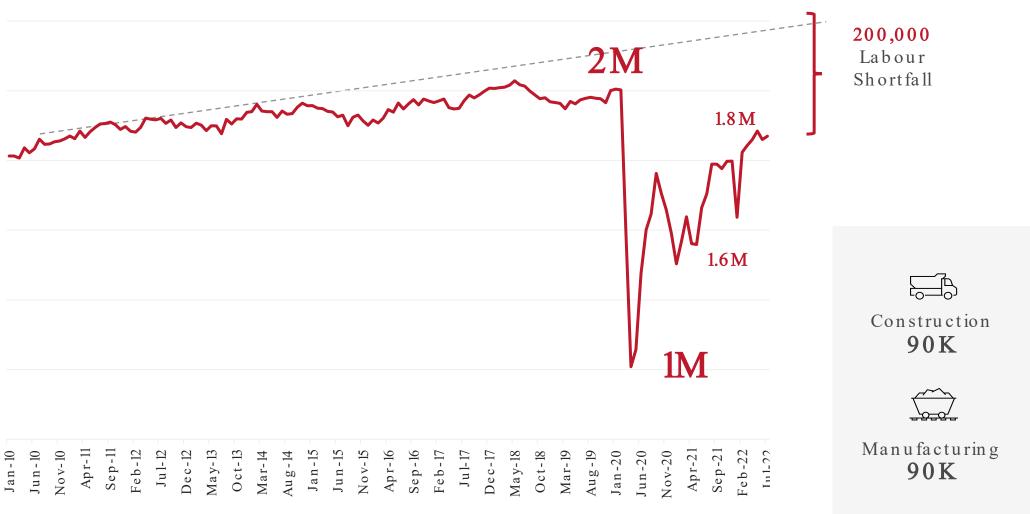
PRESIDENT & CEO





#### 2022 EMPLOYMENT

### Tourism Sector: 200K Labour Shortage





#### Immigration Challenges

## AT ISSUE:









#### Labour Shortage

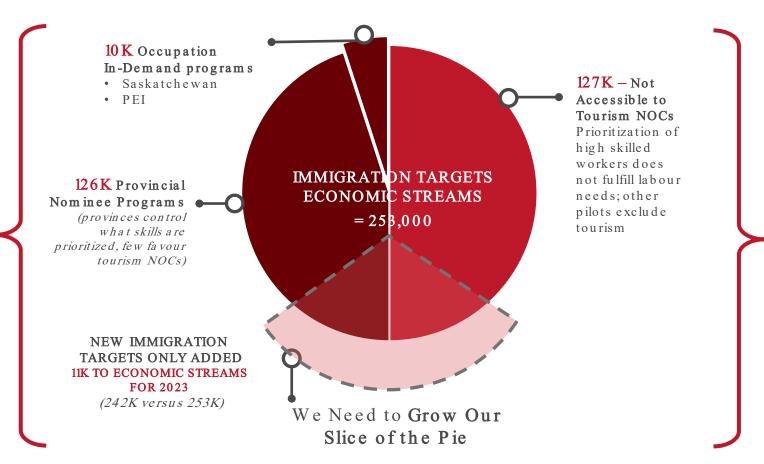
#### TOURISM EXCLUDED

#### FROM ECONOMIC IMMIGRATION STREAMS

Adjust policies within existing provincial streams to increase number of workers assigned to hotel jobs

• PROVINCIAL

\* FEDERAL



Create a dedicated pathway to Permanent Residency for trusted TFWs



Reform economic immigration stream to include tourism and hospitality workers in the Express Entry Program





Source: https://www.canada.ca/en/imm igration-refugees-citizenship/news/notices/supplementary-imm igration-levels-2022-2024.htm l



- Create and support a dedicated Tourism and Hospitality Immigration stream
- Adjust IRCC's Express Entry Comprehensive Ranking System to expedite PR applications from tourism workers that:
  - Have Canadian tourism work experience (students),
  - Are trusted TFWs, OR
  - Have job offers in hand for hotel sector NOCs
- Increase Provincial Nominee Program immigration levels for those provinces with In-Demand Skills streams that include tourism
  - Invest in a corresponding affordable housing strategy

Economic Immigration

Tourism and Hospitality RECOMMENDATIONS



#### TWO-STEP IMMIGRATION

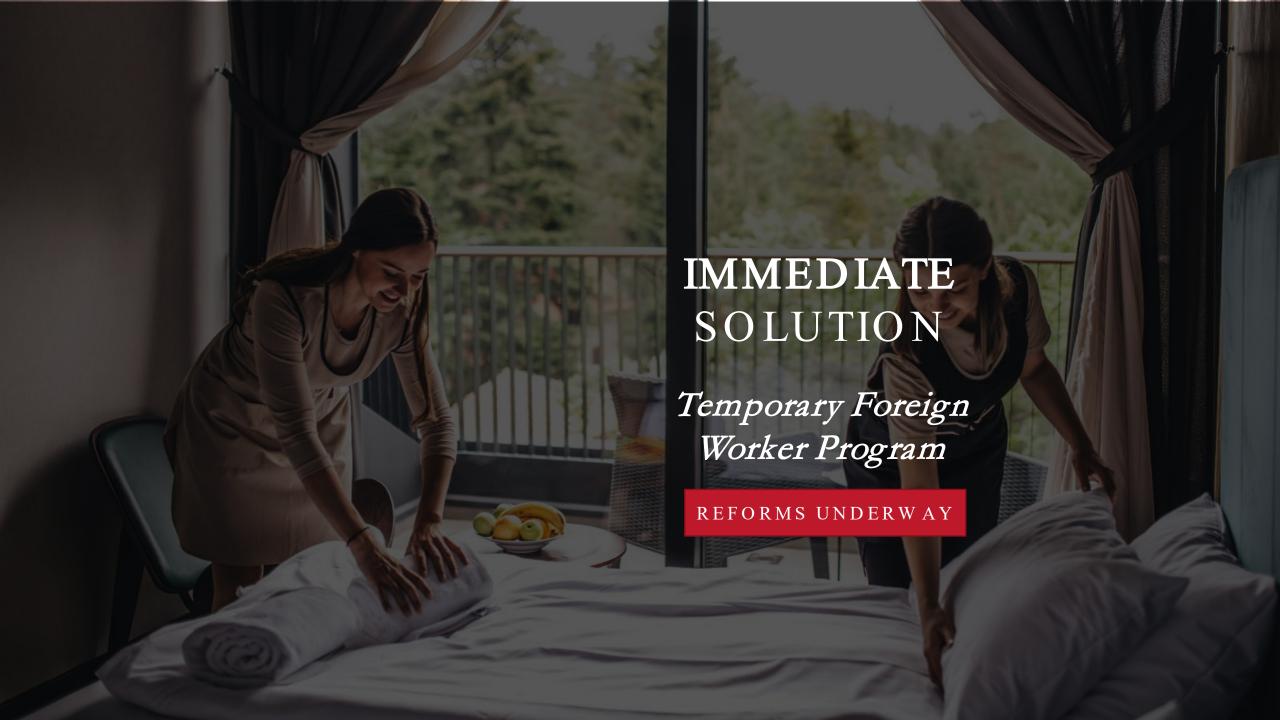
#### Pathways to Permanent Residency

#### SEPT. 20 UPDATE:

Minister of Im m igration tables report in House of Commons

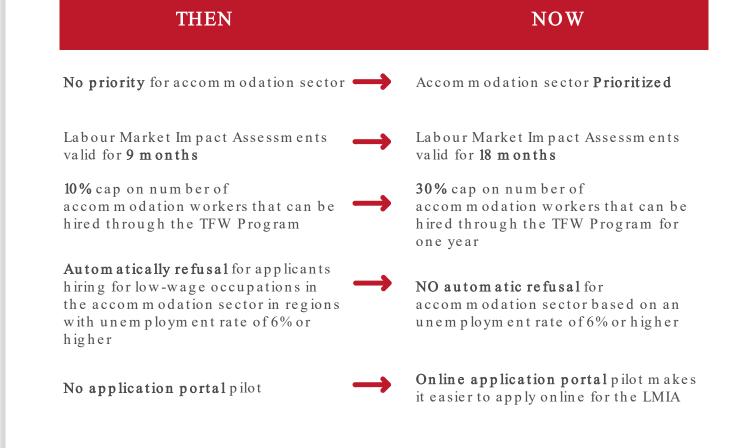
#### KEY OPPORTUNITIES:

- Review and expansion of Express Entry's Comprehensive Ranking System criteria
- Sector-specific pathways to permanent residency through Express Entry for agricultural workers creates precedent for tourism sector
- Plan to diversify sources countries for international student programs and promote programs in rural areas



## A Shift in Policy IMPROVEMENTS TO THE TEW PROGRAM

ANNOUNCED APRIL 2022

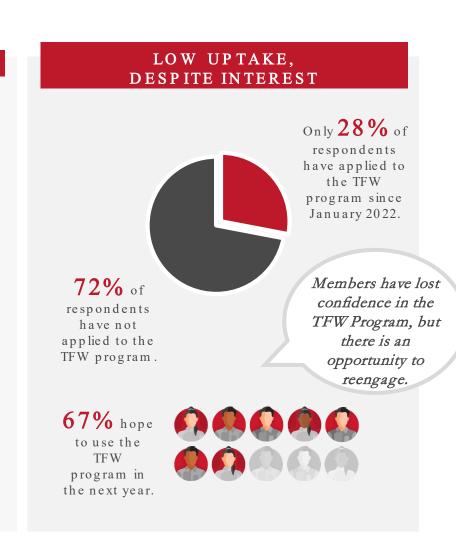




### HAC Member Survey Results (August) HOTEL INDUSTRY HAS LOW CONFIDENCE IN TFW P

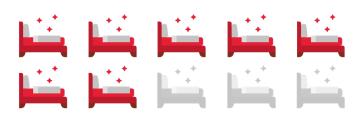
## RED TAPE 80% of those who applied needed to use a third-party to assist with the application. 45% did not know about TFW program changes made this year Respondents reported they overwhelm ingly need more information about TFW program.

### LOW SUCCESS TFW Program Applications 45% of those who APPROV 🔼 applied to the TFWP have not had a single application approved since January 2022. Faster Processing times Was ranked # 1 way to encourage use of the program in the future.



## HAC Member Labour Survey Results (August) HOW ARE HOTELIERS MANAGING?

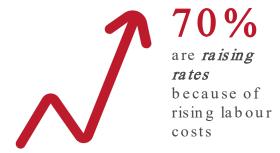




70% have limited a vailable rooms due to labour shortages



73% are deploying staff to jobs they weren't hired for





46% of hoteliers have refused bookings

## TFW Program REQUESTED CHANGES



- Expedite tourism sector NoCs
- Remove LMIA requirement
- Waive \$1,000 application fee
- Waive 30 day job posting requirement
- Path to Permanent Residency for trusted hotel TFWs





- Increase hours international students are able to work to at least 40 hours/week
- Allow students enrolled in language schools the right to work
- Allow international tourism students to participate in governmentsponsored programs (ex. Student Work Placement Program)
- Expand the International Experience Canada program to increase participants, allow older applicants and longer stays

# International Students & Youth REQUESTED CHANGES

## Role FOR INDUSTRY



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