



August 16, 2016

The Honourable John McCallum  
Minister of Immigration, Refugees and Citizenship Canada  
365 Laurier Avenue West  
Ottawa, ON K1A 1L1

The Honourable MaryAnn Mihychuk  
Minister of Employment, Workforce Development and Labour  
House of Commons  
Ottawa, ON K1A 0A6

Dear Minister McCallum and Minister Mihychuk:

Alberta's urban municipalities were pleased to hear that the federal government is conducting a full-scale review of the Temporary Foreign Worker (TFW) Program given its importance as a workforce strategy for labour requirements.

Although low oil prices have eased labour demands, Alberta is still projecting an expected labour shortage of nearly 96,000 workers in the next decade. Municipal governments and business are concerned that program changes introduced by the former Conservative government will restrict access to much needed workers and jeopardize Alberta's economic growth and contributions to Canada.

Alberta needs a responsive and effective TFW Program to address cyclical labour shortages associated with fluctuating growth patterns that are linked to our natural resource economy. We therefore support the following changes to modify and strengthen the program:

- Implement process changes to reduce the cost and improve the timelines of the TFW application process.
- Provide greater clarity on how employers can adequately demonstrate an inability to hire a Canadian worker.
- Engage with each province to identify and understand their needs when it comes to the TFW Program.
- Provide provinces with the flexibility to modify program parameters and allow for a regional or a provincial approach to meet unique provincial needs.

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- Enhance the provincial nominee program to promote attracting more work-ready immigrants.
- Adopt policies to support the integration and long-term settlement of TFWs, such as a staged pathway to citizenship.
- Ensure enforcement mechanisms are in place to protect TFWs from abusive practices.
- Rename the program to better reflect its use and purpose, i.e. a first step in gaining Canadian citizenship.

Should you have any questions or require any clarification on the feedback provided, please contact Ms. Kelly Santarossa, Policy Analyst, at [ksantarossa@auma.ca](mailto:ksantarossa@auma.ca) or 780-409-4315.

Thank you for the opportunity to share our insights on this important program.

Sincerely,



Lisa Holmes  
AUMA President

cc: Rodger Cuzner, Parliamentary Secretary for Employment, Workforce Development and Labour  
Honourable Christina Gray, Minister of Alberta Labour