



Online survey on immigration levels

Q1 – Please provide your organization’s name.

- Organization’s name: Canadian Home Builders’ Association
- Your name (optional): Leah Nord, Senior Director, Operations

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: Residential Construction and Housing Affordability
- 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

N/A

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 **1**
- _____ Reunite families
- _____ Support humanitarian commitments
- _____ Increase Canada’s population
- _____ Support community development **3**
- _____ Contribute to Canada’s diversity
- _____ Support Canada’s economic recovery **2**
- _____ 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 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 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 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 type="radio"/>	<input type="radio"/>

Response:

Economic Class – Too little, this is 56% of the total intake, which is a downward trend. We should aim for at least 75% (and include the new Economic Mobility Pilot Program for refugees in this total)

Family Class and Refugees – for both don't know

All Categories – About right, noting that numbers should be based on labour market / demand side planning



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 – determination should be made on robust labour market analysis

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 **2**
- Housing **1**
- Schools (primary and secondary)
- Post-secondary education/skills training
- Healthcare services **3**
- 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 **2**
- Resources to start and maintain a business in Canada
- Language training **3**
- Foreign credential recognition support **1**
- 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?

Yes. Across the country, more employer-focused and employer-based supports are needed to facilitate meaningful labour market integration. It is also critical that more focus be put on bringing in workers in home construction to address Canada’s housing shortage, which is being exacerbated by high immigration levels that still do not include sufficient numbers of workers for residential construction (further detailed in below responses).

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 **2**
New dedicated permanent residence pathways for communities **1**
New community-specific temporary resident pathways **3**



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

N/A

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

Not in a position to answer/address

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).

It is a very important first step for the Government of Canada to increase the number of immigrants to Canada and to focus on labour shortages. However, in parallel, there is the need for foreign credential recognition, effective competency-based assessment and employer-based, supported & lead services are essential to ensuring meaningful labour market integration. Given Canada’s housing shortage, more emphasis should be placed on immigrants who can work immediately in residential construction.

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.

Continued devolution of the immigration selection process (Provincial Nominees Programs, regional programs such as the Atlantic Pilot Program and the Rural and Northern Immigration Pilot Programs) better help set new immigrants and communities up for success. These programs are most successful when employers are involved – and playing a central role; therefore, ensuring regional programs have strong employer engagement should be a priority for the federal government by establishing requirements accordingly.

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.

This response should be read in conjunction with answer 19 below.

However, the matching/connection process between employer and new Canadian, especially in the residential construction industry where the vast majority of employers are SMEs, will not happen in a vacuum. Where many supports are provided to individuals (supply side), few are provided to employers (demand side). There needs to be increased supports to the demand-side that are employer based, starting with consolidated information on immigration categories, processes requirements etc., through recruitment, hiring and onboarding (what we refer to as ‘concierge services’), and into retention and promotion.



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.

This response should be read in conjunction with answer 18 above.

Definitely. We see the announcement of the category-based selection process and the first steps therein as very positive steps.

However, to support the residential construction industry support to Government of Canada’s need to build an additional 3.5 million homes to address the housing affordability crisis, there needs to be an even greater focus on the labour needs in our industry (not just construction and/or the trade writ large—residential has specific and different needs). This involves looking at additional professions categories in the TEERs 3&4 (formerly NOC C&D categories). This includes for example general labourers, carpenter assistants and drywall installers. . These positions and other more entry- level positions are in desperate need of filling and have the benefit that entry to practice and labour market integration is more easily facilitated than other classifications. Residential construction offers a pathway to successful careers for immigrants that is faster and less fraught with hurdles, but we need to target the right entrants with the right competencies, transferrable experience and desire to build a career in the sector. Applicants need affinity to this kind of work and language proficiency, and from there can grow into valuable skilled workers for the sector (both as non-apprenticeable and apprenticeable trades). CHBA would welcome the opportunity discuss the possibility of working with our members further to better define labour markets needs of the residential construction sector.

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?

As stated above, there is the need for foreign credential recognition, effective competency-based assessment and employer-based, supported & lead services are essential to ensuring meaningful labour market integration.

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?

A more wholistic and uniform focus on competency-based assessments could be an important first step.



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?

CHBA appreciates the opportunity to have input and provide insights from the residential construction industry in the levels planning process.

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

Surveys can be tedious and tend to be 'flat'. In-person (and even virtual) engagements allow for a better exchange of ideas, opportunities to elaborate, clarify etc.

Q26 – Do you have any changes or further recommendations that could support your



participation in future years?

We would ask that the survey request be sent directly to our association (we received it from another third-party stakeholder).



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?

The Canadian residential construction industry is facing a major labour shortage, with 20% of its workers retiring over the coming decade; there are not enough Canadians to replace these workers and therefore immigration changes to bring in more workers for the sector will be critical.

Additionally, the Government of Canada and CMHC estimate that the housing deficit in Canada will require 3.5 million homes to be built over the next decade, over and above the 2.3 million homes Canada would normally build, meaning we would need to build 5.8 million homes in that time period, which further bolsters the need for new Canadians in the residential construction sector.

To ensure effective immigration levels planning the Government of Canada needs to (re-)engage with the business community and industry association in demand-side labour market planning and analysis. We also need investments for our members to better support labour market integration and retention.

CHBA has been, and will continue to be, a willing partner to the Government of Canada in pursuing its immigration goals and supporting new Canadians, communities and the economy.