

House of Commons Finance Committee Prebudget Consultation Report

Highlights relevant to HR management

The Finance Committee tabled its report on February 26, 2024. It made a total of 359 recommendations based on the input of 170 groups and individuals, and over 850 written briefs, the largest number ever received for that process. CPHR Canada is one of those organizations which made a submission ([English version](#)/[Version française](#)).

Below are the Committee's recommendations in our areas of interest. Please note that six (6) recommendations are highlighted in gray: they meet in whole or in part the requests CPHR Canada made during the consultation.

Skills: education, training and apprenticeship

Recommendation 125

Establish a permanent “tripartite plus” advisory council to provide advice and recommendations to the minister with respect to skills development and labour-market policy.

Recommendation 126

Prioritize broad access to vocational education, training and apprenticeship opportunities for all workers, with targeted incentives to increase opportunities for disadvantaged and underserved groups including women, Indigenous workers, youth, lower-skilled workers, workers with disabilities, newcomers to Canada and workers of colour.

Recommendation 127

Ensure core funding for literacy organizations and invest in a new national workplace literacy program delivered in partnership with trade unions.

Recommendation 128

Collaborate and implement permanent solutions to seasonal employment challenges, such as re-skilling programs and support to aid in the transition to work.

Recommendation 129

Replace the Canada training credit with a voluntary professional development savings plan.

Recommendation 130

Promptly announce future investments under the Student Work Placement Program up to 2030.

Recommendation 131

Enhance the Canada Summer Jobs program to return to the 2021 level of funding.

Recommendation 132

Collaborate with provinces and territories to enable programs for enhancing skills and reskilling to meet labour.

Labor scarcity: mitigation measures

Recommendation 97

Adopt an older worker strategy that promotes and supports older persons who wish to return to work or to continue to work beyond retirement, including through enhanced incentives, while at the same time supporting employers to be successful in their line of business.

Recommendation 98

Introduce a refundable career extension tax credit to allow experienced workers to keep working.

Recommendation 100

Work with provinces, territories and municipalities to ensure a coordinated approach to affordable housing, public transportation and other infrastructure needed to support a local workforce.

Immigration

Recommendation 90

Substitute permanent immigration in place of low-wage, temporary migration and reform the Temporary Foreign Worker Program and International Mobility Program by:

- replacing tied work permits with open permits;
- establishing a pathway to permanent residency for all low-wage migrant workers who want to apply; and;
- giving workers participating in the Temporary Foreign Workers Program the right to change employer; and

- simplifying the application process, increasing transparency for applicants, providing greater predictability for employers, and identifying measures to address processing delays particularly for applications originating in Quebec.

Recommendation 91

Create dedicated tourism and food service sector streams with a permanent residency track under the Temporary Foreign Worker Program.

Recommendation 92

Expedite the implementation of the trusted employer program.

Recommendation 93

Temporarily waive the Labour Market Impact Assessment requirement for restaurant employers.

Recommendation 105

Develop strategic, skills-based immigration programs aligned with labour needs, including those of the manufacturing sector.

Employment Insurance (EI)

Recommendation 88

Establish an annual government contribution to the Employment Insurance program.

Recommendation 89

Reform and improve the Employment Insurance program, including by:

- providing up to 50 weeks of regular Employment Insurance benefits; increasing eligibility across sectors and job classifications, including making Employment Insurance benefits available to self-employed performers;
- increasing Employment Insurance benefit rates and raising the ceiling on insurable earnings for all recipients to ensure a livable income;
- extending the Employment Insurance benefit period to a maximum of 52 weeks for caregivers who temporarily quit their jobs to care for a family member;
- ending the 50-week restriction on combined special benefits and regular benefits, which disproportionately punishes women; and
- extending Employment Insurance access to all migrant workers.

Recommendation 94

Make urgent and necessary changes to the Employment Insurance program for seasonal workers in the tourism and fishing industries, in particular in Newfoundland and Labrador.

Recommendation 95

Address the issue related to the adjusted unemployment rate, which has put many seasonal workers in a position to be either short on qualifying weeks or short on qualifying hours for Employment Insurance benefits.

Recommendation 96

Implement permanent solutions to seasonal employment challenges, such as programs or incentives, to bridge into year-round employment.

Labour standards and policies

Recommendation 87

Adopt the recommendations contained in the report of the Expert Panel on Modern Federal Labour Standards, including anti-reprisal protections for non-unionized workers taking collective action in the workplace, and pilot sectoral bargaining in the federally-regulated private sector.

Recommendation 125

Establish a permanent “tripartite plus” advisory council to provide advice and recommendations to the minister with respect to skills development and labour-market policy.

Industry-specific recommendations

Recommendation 91

Create dedicated **tourism and food service** sector streams with a permanent residency track under the Temporary Foreign Worker Program.

Recommendation 93

Temporarily waive the Labour Market Impact Assessment requirement for **restaurant** employers.

Recommendation 94

Make urgent and necessary changes to the Employment Insurance program for seasonal workers in the **tourism and fishing industries**, in particular in Newfoundland and Labrador.

Recommendation 101

Invest in and develop an **aerospace** workforce development plan, which includes skilled labour programs, streamlined immigration processes, and youth engagement initiatives.

Recommendation 102

Introduce a tax credit for **nurses and other health care professionals** that incentivizes the retention of health care professionals and their return to the workforce.

Recommendation 103

Provide funding to support development and implementation of a national workforce strategic plan – as well as a secretariat that would support this plan – for **agriculture and food and beverage manufacturing**.

Recommendation 105

Develop strategic, skills-based immigration programs aligned with labour needs, including those of the **manufacturing sector**.