



Canadian Association of  
Professional Immigration Consultants

L'Association Canadienne des  
Conseillers Professionnels en Immigration

# **Submission for Consultation on Working for Workers Act, 2021**

November 16, 2021

## **Consultation re: Working for Workers Act, 2021**

### **About CAPIC**

The Canadian Association of Professional Immigration Consultants (CAPIC) is the professional organization representing the interests of Canadian immigration and citizenship consultants. CAPIC has almost 4000 members and advocates for competency, ethical conduct, and consumer protection in the immigration consulting industry.

CAPIC's mission is to lead, connect, protect, and develop the profession, serving the best interests of its members. It is the only association recognized by the Government of Canada as the voice of Canadian immigration and citizenship consultants.

CAPIC is a major immigration stakeholder and consults with federal and provincial governments on legislation, policy, and program improvements and changes.

As part of ongoing consultations regarding the Ontario government's Working for Workers Act, 2021, CAPIC submits this overview.

### **Act highlights**

- Require employers with 25 or more employees to have a written policy about employees disconnecting from their job at the end of the workday to help employees spend more time with their families.

- Ban the use of non-compete agreements that prevent people from exploring other work opportunities in order to make it easier for workers to advance in their careers.
- Help remove barriers, such as Canadian experience requirements, for internationally trained individuals to get licenced in a regulated profession and get access to jobs that match their qualifications and skills.
- Require recruiters and temporary help agencies to have a licence to operate in the province to help protect vulnerable employees from being exploited.
- Require business owners to allow delivery workers to use a company's washroom if they are delivering or picking up items. This supports the delivery drivers, couriers and truck drivers who have kept our essential supplies and economy going throughout the pandemic.
- Allow surpluses in the Workplace Safety and Insurance Board's Insurance Fund to be distributed over certain levels to businesses, helping them cope with the impacts of COVID-19.
- Enable the Workplace Safety and Insurance Board to work with entities, like the Canada Revenue Agency, to streamline remittances for businesses, enabling a way to give them an efficient one-stop-shop for submitting premiums and payroll deductions.

- Allow the Ministry of Agriculture, Food and Rural Affairs to collect information related to the agri-food workforce to ensure the government can enhance the coordination of services such as vaccination and testing, and respond to issues that may arise.

### **CAPIC Position**

CAPIC supports the Ontario government's efforts to better protect workers through the Working for Workers Act, 2021. CAPIC is especially encouraged by the measures to remove barriers for internationally trained professionals. This measure can ensure individuals are able to access the careers for which they have trained and increase the pool of skilled workers for in-demand occupations. Similar measures at the federal level, specifically the prioritization of certain NOC codes for healthcare workers during the pandemic, have illustrated the value of removing barriers for individuals with foreign credentials. CAPIC recognizes the importance of maintaining safeguards to protect citizens and suggests that in certain sectors, such as healthcare, a tiered licensing procedure should be established to ensure that individuals with foreign credentials are fully versed on Canada's standards.

CAPIC also agrees with the Act's provisions regarding recruitment. Licensing recruiters is a concrete step to protecting vulnerable workers from being exploited. This measure

has also been adopted by several other provinces, such as British Columbia's Temporary Foreign Worker Protection Unit, and ensures recruiters are held to strict requirements.

CAPIC recommends that the Ontario government reach out to countries with skilled labour forces directly, to facilitate streamlined recruitment for in-demand skilled labour. The Quebec government used this approach to formalize a similar arrangement with France. CAPIC believes such an approach from the Ontario government could ensure a greater number of newcomers meet the labour needs of the province.

## **Conclusion**

The proposed Act strengthens existing protections for workers while providing employers with additional clarity regarding their responsibilities. CAPIC welcomes provisions regarding the removal of barriers for individuals with international training and the measures to license recruiters. The proposed Act also ensures employers have additional government backing to enhance administrative efficiencies and provide financial support. As a result, should this Act be adopted, CAPIC anticipates greater worker satisfaction and increased employer cooperation.

CAPIC has indicated that reaching out to other nations directly would improve worker recruitment for in-demand sectors while also creating greater worker satisfaction.



CAPIC thanks the Labour, Training and Skills Development for the preparation of this Act, as well as the Government of Ontario for the opportunity to participate in stakeholder consultation during this process.