

**GOVERNMENT RESPONSE TO RECOMMENDATIONS**

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<p><b>Recommendation 1: National Occupation Classification</b></p> <p>That the Government of Canada, while respecting provincial jurisdictions, consult with the provinces to update the National Occupation Classification (NOC) system more frequently to ensure that immigration programs are in alignment with labour market demands.</p>	<p><b>The Government does not support this Recommendation as it is not in alignment with existing programs or future departmental plans</b></p> <p>The NOC is Canada’s statistical framework for classifying occupations. As a statistical tool, it does not make decisions pertaining to whether a particular occupation is designated as a skilled trade.</p> <p>Employment and Social Development Canada (ESDC) consults with and receives input from stakeholders on potential adjustments to the NOC on an ongoing basis and regularly makes minor revisions. Major revisions are only considered every ten years, as they directly impact the Census and require Statistics Canada’s concurrence. These revisions contain extensive consultations with stakeholders, including Provinces and Territories (PTs), as was the case for the 2021 major revision. As classification of occupations are designed primarily for use in statistical programs, revisions to the NOC need to align with changes to the labour market. Immigration eligibility on the other hand should not fetter or influence the appropriate classification of occupations and skills, which is designed to describe and monitor the domestic labour market.</p> <p>Immigration, Refugees and Citizenship Canada (IRCC) continuously reviews its immigration programs to ensure alignment with labour market demands. The 2021 revision to the NOC resulted in the creation of a new and updated skills categorization structure based on Training, Education, Experience and Responsibilities (TEER), formerly known as Skill levels. ESDC worked closely with IRCC, to assist in their understanding the implications of the revisions to align programs with the new TEER structure. Since November 2022, IRCC uses the NOC 2021 TEER categories to determine and assess occupational eligibility criteria in its various temporary and permanent residency programs.</p>
<p><b>Recommendation 2: Foreign Skilled Workers</b></p> <p>That the Government of Canada expedite visa and work permit processing for foreign workers and examine avenues to streamline credential recognition among federal departments.</p>	<p><b>The Government acknowledges the Recommendation and some elements are currently being addressed through existing programs</b></p> <p>Immigration is a key component of the Canadian economy and to the transportation sector helping to address labour shortages and keep our communities thriving. Newcomers have played an essential role in addressing some of our most severe labour shortages in the transportation sector throughout the pandemic, including on the front lines. While the Government continues to expedite visa and work permit processing, Provinces and Territories (PTs) are largely responsible for credential recognition programs, which generally fall outside of the Government’s jurisdiction and not directly addressed by the Government of Canada.</p> <p>For example, where the Government is responsible, it has taken action in areas that include the transportation sector. In 2020, Immigration, Refugees and Citizenship Canada (IRCC) introduced a number of facilitative measures to support foreign nationals</p>

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	<p>already in Canada, including measures to enable temporary foreign workers to change employment more quickly and enable visitors to apply for work permits without leaving the country. For certain occupations with new service standards, the processing standard is 60 days for work permit applications submitted outside of Canada and 120 days for work permit applications submitted within Canada.</p> <p>In the marine sector, Canada has entered into reciprocal agreements with several countries, including Australia, France, Georgia, Norway, United Kingdom, the Philippines, and Ukraine. The agreements allow seafarers who hold certificates issued to them by those countries to obtain a Canadian endorsement using the section 89(1) authorities under the <i>Canada Shipping Act, 2001</i>. These agreements allow Transport Canada (TC) to recognize foreign-issued certificates. Additionally, the Direct Entry Program, which evaluates a seafarer’s foreign credentials against Canadian requirements, was streamlined to enable the Government to issue a Canadian certificate on the same day that the applicant receives permanent residency status.</p> <p>In the aviation sector, the Government is taking action to accelerate processing and to use immigration programs that encourage foreign students to come to Canada for pilot training and remain in Canada as flight instructors. For example, Foreign License Validation Certificates, can be used for foreign-established pilots with a flight crew license issued by an International Civil Aviation Organization Contracting State to work for up to a year with a Canadian airline company. Also, foreign students can follow a path to permanent residency or citizenship by completing their initial training at Canadian flight schools under the <i>Canadian Aviation Regulations</i>. They would then serve as flight instructors before moving on to work as a pilot with a Canadian airline.</p>
<p><b>Recommendation 3: Eliminate the Backlog of Approvals</b></p> <p>That the Government of Canada take immediate action to expedite the processing of all Transport Canada (TC) licensing and certifications to pre-pandemic processing times to eliminate the backlog of applicants waiting to enter the labour market as soon as possible.</p>	<p><b>The Government supports the Recommendation and elements are currently being addressed through existing programs</b></p> <p>The COVID-19 pandemic put significant pressure on Canada's medical system and safety-sensitive positions across the transportation sector. To improve processing times, the Government is taking action to streamline backlogs where they may exist. For example, Budget 2022 committed to amendments to the <i>Canada Transportation Act</i> to enable TC to offer digital service delivery in all transportation modes to facilitate applications. This move is expected to save time and money while also improving efficiency.</p> <p>In aviation, commercial pilots and air traffic controllers must have valid medical certifications to maintain aviation safety. TC is committed to maintaining rigorous standards to promote aviation safety for the public. TC is prioritizing the backlog of medical certificate applications to ensure the preservation of essential aviation services and the livelihoods of professional pilots and airlines. TC is currently reviewing all eligible applications that meet the requirements under the <i>Canadian Aviation Regulations</i> and medical standards within the required service delivery standard of 40-business days. Complex medical</p>

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	<p>applications may require more time and attention to complete, and they are not subject to the 40-business day service delivery standard.</p> <p>TC is also looking to improve both its digital and communications capabilities for applicants. For example, in November 2022, TC implemented a query webform to provide applicants with faster updates regarding their medical applications.</p> <p>TC has also initiated a pilot project for the recurrent Pilot Proficiency Checks, conducted on Airline pilots, to allow for Approved Check Pilots to enter their results into a digital form system to eliminate paper-based dependencies and associated delays. As well, the department has initiated a series of experiments with the Treasury Board Secretariat's Regulatory Experimentation Expense Fund. These experiments leverage digital credentials with a view to placing aviation license certificates on mobile devices rather than printing Aviation Document Booklets, a booklet that resembles a passport in which labels are affixed (such as medicals, licenses, and ratings). Together, these initiatives will expedite the timelines for medical and licensing processes and increase the number of certificates and licenses issued in any given year for aviation personnel.</p>
<p><b>Recommendation 4: Education, Training and Employment Readiness</b></p> <p>That the Government of Canada collaborate with provinces, territories (PT), and relevant stakeholders to align training programs and funding to support key transportation positions across transportation modes, and to establish programs aimed to standardize professional designations and ensure their transferability across Canada.</p>	<p><b>The Government supports the Recommendation and action is ongoing through existing programs</b></p> <p>Employment and Social Development Canada (ESDC) bilateral labour market transfer agreements with Provinces and Territories (PTs) constitute the Government's largest investment in training. With approximately \$3 billion provided by the federal government annually, more than one million (M) individuals and employers receive training and employment support. Budget 2023 includes an additional investment of \$625M in 2023-24 to ensure continued access to necessary supports. With these agreements in place, PTs have the flexibility to support Canadians' access to training aligned with the various needs of their local labour markets, including for high demand industries.</p> <p>The Government has various programs through ESDC that help all Canadians participate and succeed in a rapidly evolving labour market, including the transportation sector. These include the following programs: the Women's Employment Readiness Pilot, Skills for Success, Indigenous Skills and Employment Training, the Skills and Partnership Fund, and the Sectoral Workforce Solutions Program (SWSP). Further, the SWSP is helping key sectors of the economy, including the transportation sector, implement solutions to address their current and emerging workforce requirements, as well as expand their training and upskilling capacity. ESDC also supports the Red Seal Program, an interprovincial partnership between all PTs apprenticeship authorities and the federal government that sets national occupational standards for trades that are designated Red Seal, such as Automotive Service technicians. These national standards are the basis for common assessment</p>

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	<p>tools for certification, as well as for the harmonization of apprenticeship training across jurisdictions.</p> <p>Transport Canada (TC) also works with the PTs to advance a consistent, national approach to commercial motor vehicle safety through the Canadian Council of Motor Transport Administrators (CCMTA). This collaborative work includes oversight and maintenance of the National Safety Code (NSC) designed to create a comprehensive code of minimum performance standards for the safe operation of passenger and commercial vehicles. In January 2019, the Council of Ministers Responsible for Transportation and Highway Safety agreed on developing a national standard for entry-level training for commercial drivers in Canada. TC, with the PTs, worked through the CCMTA to develop a minimum standard for entry-level training and incorporate the best ideas, research and principles available. In February 2020, the Council of Ministers approved the Entry Level Standard for Class 1 drivers.</p>
<p><b>Recommendation 5: Underrepresented Groups</b></p> <p>That the Government of Canada facilitate access to transportation occupations with a special focus on underrepresented groups such as Indigenous people, women, youth, and new Canadians by promoting and expanding existing programs and introducing innovative ways to attract new workers to the transportation sector.</p>	<p><b>The Government supports the Recommendation and action is ongoing through existing programs</b></p> <p>The Government has implemented several initiatives to increase diversity in the transportation sector to address labour shortages, recognizing there is an untapped pool of potential workers. For example, Transport Canada (TC)'s Transportation Job and Career Pathway initiative provides information for traditionally underrepresented groups on how to enter the industry. Additionally, in 2016, the Government invested \$35 million (M) in the Marine Training Program (MTP) through the Ocean Protection Plan (OPP). The MTP partners with marine training institutions to expand and develop programs for, but not limited to, marine engineers, deckhands, and seafarers. MTP works with institutions to have programs target underrepresented groups including Indigenous peoples, Arctic Communities, and women. The programs reflect traditional knowledge, use culturally appropriate learning material, and meet the learning needs of remote coastal communities at Canada's marine training schools. In March 2023, the Government announced a further investment of \$29.8M through the OPP to extend the MTP for four additional years, renewing partnerships with the British Columbia Institute of Technology, the Nova Scotia Community College, the Nunavut Fisheries and Marine Training Consortium, and the Western Arctic Marine Training Consortium.</p> <p>Furthermore, in 2019, the Government invested \$4.9M over three years in the First Nations Technical Institute, located in Tyendinaga Mohawk Territory in Ontario, to upgrade training facilities and train Indigenous Peoples to become pilots.</p> <p>Immigration, Refugees and Citizenship Canada (IRCC)'s Settlement Program aims to help newcomers, including youth and women, to overcome barriers to integration in Canada (outside of Quebec). This program offers targeted services, including employment-related services, to help overcome barriers to economic participation by helping them acquire the knowledge and skills they need to navigate the Canadian labour</p>

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	<p>market, including the transportation sector, and to connect with employers.</p> <p>Employment and Social Development Canada (ESDC) has several programs designed to increase the supply and diversity of Canada’s transportation labour force. The Sectoral Workforce Solutions Program (SWSP) is helping thousands of employers and connecting Canadians with the training they need to access good in-demand skilled jobs. SWSP is funding two transportation projects to help employers recruit, retain, and upskill workers, including from equity-seeking groups, in key occupations in the trucking and aerospace sectors. Trucking HR Canada's Driving Economic Recovery project targets the recruitment and onboarding of 2,600 new drivers and workers in other in-demand occupations, including a minimum of 220 or 8 percent (%) of participants from equity-seeking groups such as: women; racialized Canadians; newcomers; persons with disabilities; Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, Asexual (2SLGBTQIA+) community; and Indigenous Peoples. The Canadian Council for Aviation and Aerospace's Industry Led Training for the Aviation and Aerospace Sector project targets the recruitment of 500 participants under a new industry-led national technical training and certification system for select aerospace workers, including 125, or 25%, project participants from equity-seeking groups.</p> <p>Trucking HR Canada is also receiving additional funding through ESDC’s Opportunities Fund to deliver a targeted project for persons with disabilities to help increase their employment opportunities in the transportation sector. The project works by connecting persons with disabilities to skills training, pre-employability services, job placements, hands-on work experience, and access to assistive devices. The project’s goals are to help persons with disabilities retain financial independence, while also helping to address labour market shortages across key sectors throughout Canada. Additionally, the project also connects with employers to help make workplaces more inclusive and accessible.</p> <p>Lastly, the Future Skills Centre is testing innovative ways to attract and retain workers in the transportation sector. For example, the Canadian Council for Aviation &amp; Aerospace (CCAA) is leading a consortium of employers to develop and pilot an innovative, national micro-credentialing training system for Aerospace and Mechanical Engineers to address the sector-wide need for skilled workers and help drive industry recovery, with a focus on underrepresented groups. The Government continues to work collaboratively with Provinces and Territories (PTs), international partners, industry representatives and other stakeholders to remove barriers for underrepresented groups for the aviation sector and in turn help address labour and skills shortages and increase participation.</p>
<p><b>Recommendation 6: Expand Access to Online Training</b></p>	<p><b>The Government supports the Recommendation and action is ongoing through existing programs</b></p> <p>Initially created as a temporary solution during the COVID-19 pandemic, marine schools' online learning approvals were not</p>

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<p>That the Government of Canada offer virtual training options as was done during the COVID-19 pandemic and cancelled in December 2022.</p>	<p>extended after December 2022. This was due to the absence of standardized E-Learning National Guidelines, which Transport Canada (TC) requires to ensure that the quality of education meets their standards. Currently, TC is working with digital training experts to develop consistent guidelines and standards that would permit marine schools to provide virtual training that complies with TC's standards.</p> <p>The Government understands the importance of innovative training options and regularly reviews the most effective and safe ways of providing training. The Government will look to offer a variety of training options, either in person or a combination of online and classroom (virtual classroom), where it is feasible, to ensure training is done safely and with adequate rigor. For example, the Government has partnered with the Canadian Council for Aviation &amp; Aerospace through Employment and Social Development Canada (ESDC) Sectoral Workforce Solutions Program (SWSP) to develop and implement an Industry Led Training Program for Aircraft Maintenance Engineers. This program offers a combination of online and classroom training.</p> <p>Additionally, the Future Skills Centre, funded by ESDC, is testing innovative ways to attract and retain workers in the transportation sector. For example, the Trucking Human Resource Sector Council Atlantic and its partners are leveraging training through virtual reality simulators with artificial intelligence technology to help the trucking industry and truckers develop and maintain their driving skills, without needing to be on the road. This initiative allows people to train, while staying close to home, an attractive option for those concerned with work life balance.</p>
<p><b>Recommendation 7: Skilled Trade Classification</b></p> <p>That the Government of Canada strongly consider updating the National Occupation Classification (NOC) system to classify truck driving as a skilled trade.</p>	<p><b>The Government does not support this Recommendation as it is not in alignment with existing programs or future departmental plans</b></p> <p>The NOC is Canada's statistical framework for classifying occupations. It is a statistical tool and it does not make decisions pertaining to whether a particular occupation is designated as a skilled trade. This is the responsibility of the provincial and territorial apprenticeship authorities responsible for identifying and regulating trades within their own jurisdiction.</p>
<p><b>Recommendation 8: Improve Driver Training</b></p> <p>That the Government of Canada work with provinces and territories (PTs), industry, unions, and community groups to develop programs to help bridge the gap between entry-level professional driver training and employment readiness.</p>	<p><b>The Government supports the Recommendation and action is ongoing through existing programs</b></p> <p>Driver licensing and training falls under PT jurisdiction which means that this is not an area where the Government can take direct action. However, Transport Canada (TC) is collaborating with Employment and Social Development Canada (ESDC) Sectoral Workforce Solutions Program (SWSP). SWSP helps key sectors of the economy implement solutions to address their current and emerging workforce needs through supporting industry led projects. To address driver training and employment readiness in trucking, the program has awarded \$46.3 million (M) to a project led by Trucking HR Canada, to help employers recruit and retain workers in key occupations in the</p>

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	<p>trucking sector. This project is designed to help bridge the gap between entry-level professional driver training and employment readiness. The project will address systemic driver training issues by developing and piloting a national occupation-level training standard to help employers attract and train new drivers and facilitate the onboarding of experienced drivers. This project has the support of several industry stakeholders, including provincial trucking associations, the Canadian Trucking Alliance, and Supply Chain Canada.</p> <p>In addition to supporting training activities, the Government is committed to ensuring that federally regulated transport truck drivers are protected at work. The 2022 Fall Economic Statement proposed \$26.3M over five years for ESDC to take stronger enforcement action against employment misclassification in the federally-regulated road transportation sector, a process through which truckers are wrongfully – and often intentionally – classified as independent contractors and denied rights and entitlements under the <i>Canada Labour Code</i> (CLC). As indicated in Budget 2023, the Government is also proposing to strengthen prohibitions against misclassification under the CLC to help improve access to job protections for all workers, including truck drivers and gig workers. These initiatives will result in better working conditions in federally-regulated sectors, which could attract more workers and help address labour shortages, particularly in road transportation where misclassification is a significant issue.</p> <p>TC also works with PTs to advance a consistent, national approach to commercial motor vehicle safety through the Canadian Council of Motor Transport Administrators (CCMTA). The Government recognizes the need for partnerships with industry, unions, and community groups to ensure that entry-level training programs are effective in preparing drivers for employment. This collaborative work includes oversight and maintenance of the National Safety Code designed to create a comprehensive code of minimum performance standards for the safe operation of passenger and commercial vehicles. In January 2019, the Council of Ministers Responsible for Transportation and Highway Safety agreed on the development of a national standard for entry-level training for commercial drivers in Canada. TC and PTs worked through the CCMTA to develop a minimum standard for entry-level training and incorporate the best ideas, research, and principles available. In February 2020, the Council of Ministers approved the Entry Level Standard for Class 1 drivers.</p>
<p><b>Recommendation 9: Barriers to Indigenous Driver’s Licensing</b></p> <p>That Indigenous Services Canada and Employment and Social Development Canada (ESDC), in collaboration with provincial partners, work to</p>	<p><b>The Government acknowledges the Recommendation and some elements are currently being addressed through existing programs</b></p> <p>Driver licensing and training falls under Provincial and Territorial (PT) jurisdiction which means that this is not an area where the Government can take direct action. However, the Government aims to increase diversity in the transportation sector and address labour shortages by encouraging traditionally underrepresented groups to enter the industry. Transport Canada's (TC) Transportation Job and Career Pathway initiative</p>

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<p>identify and address barriers to driver’s licensing in Indigenous communities, to facilitate access to occupations in the transport sector and other sectors.</p>	<p>provides information for traditionally underrepresented groups to help them enter the industry. TC is also working with ESDC to align efforts to address labour market challenges.</p> <p>ESDC's Sectoral Workforce Solutions Program (SWSP) helps key sectors of the economy implement solutions to address their current and emerging workforce needs through industry-led projects, including by supporting the recruitment of Indigenous Peoples. In response to these challenges, SWSP has awarded \$46.3 million (M) to a project led by Trucking HR Canada to support the recruitment and onboarding of new workers to trucking and other in-demand occupations in the sector, with a focus on equity-deserving groups, including Indigenous Peoples. Trucking HR Canada’s Career Express Way program will help Indigenous peoples and other equity-seeking groups to obtain their licenses, with the support of a training subsidy for individuals of up to \$15,000 for Indigenous participants, and a wage subsidy for employers of up to \$10,000 for every trainee hired. This project has the support of several sectoral stakeholders, including provincial trucking associations, the Canadian Trucking Alliance, and Supply Chain Canada. Additionally, ESDC has provided over \$39M to the Council for Aviation and Aerospace to develop and implement an Industry Led Training Program for Aircraft Maintenance Engineers to attract new workers and upskill current workers in the aviation sector. This project will also focus on recruiting Indigenous participants from rural and remote communities. The Government has also invested \$4.9M in the First Nations Technical Institute to upgrade training facilities and train Indigenous Peoples to become pilots.</p> <p>Other programs, such as the Skills for Success Program, Indigenous Skills and Employment Training Program, and Skills and Partnership Fund (SPF), also support training for underrepresented groups in the transportation workforce. Since 2016, the SPF has funded 11 projects, amounting to approximately \$96M, which have supported the employment of Indigenous peoples in the transportation sector.</p> <p>With respect to access to training and testing in Indigenous communities, this also falls under the responsibility of PT governments. We are aware that delivery of driver licensing services is often limited by remoteness. To resolve these barriers, the participation of PT governments would be necessary.</p>
<p><b>Recommendation 10: Support for Airline Pilot Training</b></p> <p>That the Government of Canada, while respecting provincial and territorial (PT) jurisdictions, collaborate with air pilot unions, industry, and community organisations to develop funding programs for the training of future airline</p>	<p><b>The Government acknowledges the Recommendation and some elements are currently being addressed through existing programs</b></p> <p>The Government continues to work collaboratively with PTs, various associations and organizations, and pilot unions to address labour shortages and associated barriers.</p> <p>The Canada Student Financial Assistance Program (CSFA) offers financial assistance (i.e., loans and grants) to eligible full- and part-time students enrolled in post-secondary education at a designated college, university or other post-secondary institution.</p>



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<p>pilots, including loan program for students.</p>	<p>Although students can access CSFA Program supports for eligible aviation college and university programs, professional in-flight training does not qualify for federal student financial assistance. Commercial pilot training does not conform to CSFA regulations that require CSFA Program recipients to be pursuing a post-secondary certificate, diploma or degree. Furthermore, it is acknowledged that only 37 percent (%) of Canada’s flight schools are on the list of recognized post-secondary institutions designated by their respective PT authority.</p> <p>The Government has also invested \$4.9 million (M) in the First Nations Technical Institute to upgrade training facilities and train Indigenous Peoples to become pilots.</p>
<p><b>Recommendation 11: Improving Working Conditions for Airport Screening Officers</b></p> <p>That the Government of Canada support screening officers by working with the Canadian Air Transport Security Authority (CATSA), employment subcontractors, and unions to improve working conditions and security officer retention.</p>	<p><b>The Government acknowledges the Recommendation and some elements of it are currently addressed through existing programs</b></p> <p>Transport Canada (TC) understands the importance of protecting the public through effective and efficient screening of air travellers and their baggage. Budget 2023 proposes to provide \$1.8 billion over five years, starting in 2023-24, to CATSA to maintain and increase its level of service, improve screening wait times, and strengthen security measures at airports. TC will continue to support CATSA with their business activities. However, TC does not manage, support, or interfere in the labour relationship and established working conditions between the CATSA employment subcontractors and the unions.</p> <p>Part III (Labour Standards) of the <i>Canada Labour Code</i> (CLC) sets the minimum labour standards for federally regulated industries. Since 2015, the Government has made significant improvements to federal labour standards, which could support improved working conditions and retention, including:</p> <ul style="list-style-type: none"> <li>• introducing a federal minimum wage, indexed to inflation;</li> <li>• creating and expanding leave entitlements, including legislating ten days of paid sick leave and three paid days of personal leave;</li> <li>• creating new hours of work protections, including requirements regarding breaks, minimum rest periods, and advance notice of schedules.</li> </ul> <p>These improvements to federal labour standards are expected to result in better working conditions for employees throughout all federally regulated sectors, including the air sector.</p> <p>Part I (Industrial Relations) of the CLC provides equal remuneration protection to employees covered by a collective agreement in the air transportation sector; in 2021, Part I of the CLC was amended to extend equal remuneration protection to more employees working in the federally regulated air transportation sector, ensuring that affected workers are not paid less than what was provided for under their previous collective agreement if they undertake the same or substantially similar work.</p>

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<p><b>Recommendation 12: Successor Rights for Airport Workers</b></p> <p>That the Government of Canada strongly consider changing the <i>Canada Labour Code</i> (CLC) to implement full successor rights, ensuring airport workers keep their jobs, pay, and collective agreements when a contract is flipped to a new supplier.</p>	<p><b>The Government acknowledges the Recommendation and some elements are currently being addressed through existing programs</b></p> <p>The Government recognizes and respects the collective bargaining process and acknowledges the importance of negotiating a fair and mutually beneficial collective agreement.</p> <p>The Government is aware of the practice of contract retendering at Canadian airports where various airport services, including baggage handling, wheelchair handling and customer services are changed to new suppliers and acknowledges the impact this has on workers' employment stability and entitlements.</p> <p>The Government has taken active steps since 2019 to address contract retendering. For example, Part III of the CLC was amended to ensure that workers do not lose seniority for the purpose of their basic rights and entitlements provided under Part III if their employer changes due to contract retendering ("flipping"). Furthermore, in 2021, Part I of the CLC was amended to extend equal remuneration protection to more employees working in the federally regulated air transportation sector, ensuring that affected workers are not paid less than what was provided for under their previous collective agreement if they undertake the same or substantially similar work.</p> <p>The Government is aware of the concerns and appreciates the committee's attention to/concern about/interest in this issue of retendering and the impact it can have on employees. Tripartism (engagement with industry, labour organizations, and government) is at the heart of labour legislation - and it is a long-standing practice to amend the CLC after first hearing the views of affected stakeholders. There are currently no plans to change the CLC to implement full successor rights.</p>
<p><b>Recommendation 13: Helping New Quebecers and New Canadians in the Marine Sector</b></p> <p>That the Government of Canada review legislation to facilitate the hiring of foreign workers having studied in the country, especially in the marine sector.</p>	<p><b>The Government supports the Recommendation and action is ongoing through existing programs</b></p> <p>The Government is committed to facilitating the recognition of foreign credentials in the marine sector, including the hiring of foreign workers that have studied in the country, recognizing that foreign workers can help address the shortages of qualified seafarers in Canada. Transport Canada's (TC) supply chain initiatives identified that the definition of a '<i>qualified person</i>' in the <i>Canada Shipping Act</i> (CSA) may be limiting the availability of qualified seafarers in Canada. Commencing in April 2023, Marine Safety and Security has been conducting engagement sessions with key marine stakeholders to help TC understand the impact that the citizenship requirements found in the CSA may have on worsening the labour shortage in the industry and the potential solutions TC could consider.</p> <p>Although a study on the current and future capacity of seafarers in Canada was completed in 2021, limited information and statistics are available on ferry-specific labour. The Government recognizes the need to address this issue and is working on initiatives to facilitate the recognition of foreign credentials in</p>

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	<p>the marine sector, while also acknowledging the role of Provinces and Territories in credentialing for regulated professions.</p>
<p><b>Recommendation 14: Infrastructure Needs of Gateway Communities</b></p> <p>That the Government of Canada take into consideration the infrastructure needs of gateway communities in delivering an efficient and competitive supply chain, including the need to attract workers.</p>	<p><b>The Government supports the Recommendation and action is ongoing through existing programs</b></p> <p>Strengthening Canada's transportation supply chain in collaboration with provincial and territorial (PT) partners, along with other supply chain players, is a key part of the Government's strategy to be a competitive, reliable supplier of critical goods and resources. As part of this commitment, the Government is making substantial investments in infrastructure needs in gateway communities. Building on the measures announced in the 2022 Fall Economic Statement, Budget 2023 provided investments to strengthen Canada's transportation supply chains and bolster economic capacity for businesses to expand into global markets. The Government continues to make important strategic investments through the \$4.7 billion (B) National Trade Corridors Fund, which has announced over 120 projects to date to ease congestion and bottlenecks while enhancing trade hubs and gateways.</p> <p>Budget 2023 actions include establishing a Transportation Supply Chain Office; collaborating with industry and other orders of Government to develop a long-term roadmap for Canada's transportation infrastructure; working with Statistics Canada to develop transportation supply chain data; and introducing amendments to the <i>Canada Transportation Act</i> (CTA) to provide the Minister of Transport with the authority to compel data sharing, and launching a review of the <i>Shipping Conferences Exemption Act</i>. These measures are a first step toward a National Supply Chain Strategy, which will be released in the coming months and informed by the recommendations of the National Supply Chain Task Force final report.</p> <p>The Government has introduced legislative amendments to help ease congestion and strengthen our strategic trade gateways by updating the way that Canada's ports are managed and operated through Bill C-33: Strengthening the Port System and Railway Safety in Canada Act (Bill C-33), which was introduced on November 17, 2022. It will, among other initiatives, expand Canada Port Authorities' mandate over traffic management and will also enable the development of inland terminals in support of gateway efficiency and resilience. These complementary measures would help ease the labour burden on gateway communities. Bill C-33 also proposes to compel data from terminal operators and port authorities to support supply chain decision-making and infrastructure investment. In developing the data regulations, consideration will be given to the types of labour data that could be collected to understand better the specific skill shortages that may contribute to supply chain congestion and delays.</p> <p>Ensuring that Canada has the infrastructure capacity to support future trade growth and aligning investment plans was discussed by the Council of Ministers Responsible for Transportation and Highway Safety, and Transport Canada (TC),</p>

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	<p>who continue to work closely with industry and other federal departments, such as Infrastructure Canada (INFC), to better coordinate action and support infrastructure development in gateway communities.</p> <p>Additionally, the Government’s Investing in Canada Plan – <i>Building a Better Canada</i> is investing more than \$180B, over 12 years, in infrastructure to promote economic growth and jobs, support resilience and a low-carbon economy, and build inclusive communities. Within the Plan, \$10.1B is being invested in transportation infrastructure that supports trade.</p> <p>INFC collaborates closely with PTs to invest in public infrastructure across Canada, including through the \$33.5B Investing in Canada Infrastructure Program (ICIP), and the Canada Community-Building Fund (CCBF), which delivers over \$2.3B every year to 3600 communities, including gateway communities, across the country. Both of these programs provide PTs and municipalities with the ability to advance projects that address the infrastructure needs and reality of their communities. Budget 2023 indicated that the Government is actively charting a course for future federal infrastructure programming and will provide an update on this work later this year, including next steps on permanent public transit funding. Furthermore, on April 4, 2023, the Government announced that it had successfully worked with provinces to allocate the ICIP’s entire provincial funding envelope per the Government’s commitment in Budget 2022.</p> <p>Federal infrastructure programs are complemented by the role of the Canada Infrastructure Bank (CIB) to attract private sector and institutional investments in revenue generating infrastructure projects in the public interest. Trade and transportation is one of the five priority sectors in which the CIB invests.</p>
<p><b>Recommendation 15: Increasing Marine Learning Capacity</b></p> <p>That the Government of Canada, respecting provincial and territorial (PT) jurisdictions, work with partners to increase marine learning capacity in Canada and consider providing learning centres in strategic areas where entry-level and refresher courses could be offered.</p>	<p><b>The Government Supports the Recommendation and action is ongoing through existing programs</b></p> <p>The Government is taking steps to address labour shortages in the marine sector. In 2016, the Government invested \$35 million (M) in the Marine Training Program (MTP) through the Ocean Protection Plan (OPP). The MTP partners with marine training institutions to expand and develop programs for including, but not limited to, marine engineers, deckhands, and seafarers that target underrepresented groups including Indigenous peoples, Arctic communities, and women. The programs reflect traditional knowledge, use culturally appropriate learning material, and meet the learning needs of remote coastal communities at Canada’s marine training schools. In March 2023, the Government announced a further investment of \$29.8 million (M) through the OPP to extend the MTP for four additional years, renewing partnerships with the British Columbia Institute of Technology, the Nova Scotia Community College, the Nunavut Fisheries and Marine Training Consortium, and the Western Arctic Marine Training Consortium.</p>