



September 25, 2023

Hon. David Piccini  
Minister of Labour, Immigration, Training and Skills Development  
Government of Ontario  
400 University Ave, 14<sup>th</sup> Floor  
Toronto, ON M7A 1T7

*Sent electronically*

Dear Minister Piccini:

On behalf of the Residential and Civil Construction Alliance of Ontario (RCCAO), we would like to extend our sincere congratulations on your appointment as Minister of Labour, Immigration, Training and Skills Development. I appreciated the opportunity on our call to discuss the key priorities of recruiting more people into the trades and building the critical infrastructure needed for Ontario's growth, including Highway 413 and the Bradford Bypass.

As you know, RCCAO is a unique alliance composed of management and labour groups that represents a wide spectrum of the Ontario construction industry. RCCAO's goal is to work in cooperation with government and related stakeholders to offer realistic solutions to a variety of challenges facing the construction industry and which also have wider societal benefits.

Our membership includes the Greater Toronto Sewer and Watermain Contractors Association; Heavy Construction Association of Toronto; International Union of Operating Engineers, Local 793; Joint Residential Construction Association, LiUNA Local 183; Ontario Formwork Association; and Toronto and Area Road Builders Association.

RCCAO wants to commend the work your government and predecessor have accomplished on improving the skilled trades process and system in Ontario. There have been important and meaningful steps taken toward simplifying and streamlining the provincial skilled trades and apprenticeship system. The focus on having clear and consistent pathways to entering the system is crucial to ensuring that Ontario has the workforce necessary to support the province's infrastructure needs.

To that end, this decade will see the anticipated retirement of more than 86,000 construction workers in Ontario. Considering the projected volume of work, industry will need to hire, train, and retain almost 100,000 additional workers by the end of the decade. The government's focus on the skilled trades by improving the provincial



apprenticeship system is commendable and will have positive impacts on getting people into the trades. However, the scale of the issue requires that we look beyond domestic policies and toward reforming the immigration system to help address Ontario's critical labour shortage.

The work that has been done to date to advance Ontario's immigration position with the Government of Canada has been excellent. The signing of the historic Canada-Ontario Immigration agreement is welcomed and solidifies the need to ensure that available Ontario's immigration programs are accessible and straightforward.

As the number of economic immigrants to Ontario is doubled, it is imperative that the Ministry ensures that allocations reflect the province's need for in demand workers, especially skilled trade workers. Concurrently, the Ministry must focus on ensuring that the application process for various Ontario Immigrant Nominee Program (OINP) streams, particularly the In-Demand Skills stream, is not overly onerous as to disincentivize employers, especially small-and-medium sized ones, from participating.

We enjoyed a productive and collaborative relationship with your predecessor and his staff, and we look forward to continuing the positive momentum with you and your team. I look forward to our meeting next week and discussing industry's challenges and opportunities in more detail.

Sincerely,

Nadia Todorova  
Executive Director

Copy to:

David Smith, Parliamentary Assistant to the Minister of Labour, Immigration, Training and Skills Development

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Joshua Workman, Chief of Staff, Minister's Office, Ministry of Labour, Immigration, Training and Skills Development

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