

2019 PUBLIC CONSULTATION

Québec Immigration Planning for the 2020-2022 Period

Consultation paper

Ministère de l'Immigration,
de la Diversité et de l'Inclusion

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Table of Contents

1.	Message from the Minister of Immigration, Diversity and Inclusiveness.....	1
2.	Introduction.....	3
3.	Québec’s immigration responsibilities	5
	Permanent immigration	5
	Temporary immigration	7
4.	Government action on immigration in recent years	8
	Québec’s policy on immigration, participation and inclusiveness.....	8
	Entry into force of the <i>Québec Immigration Act</i>	8
	Implementation of the expression of interest system	9
5.	Immigration planning in Québec	12
	Legislative provisions for immigration planning	12
	Striking a balance.....	13
6.	Portrait of immigration in Québec	14
	History of immigration levels.....	14
	Evolution of Québec’s immigration composition over the last decade	15
	Knowledge of French among immigrants	16
	Substantial increase in temporary immigration	17
7.	Planning results for 2017-2019	19

8.	The current challenges of immigration in Québec	23
	Québec's demography	23
	Increased immigration levels in Canada.....	24
	The retention of immigrants admitted to Québec	24
	Labour shortage in Québec.....	26
	The international context of migration	27
	The conclusions of Québec's auditor general – Improvements to be made in the coming years	28
9.	Reforming the immigration, francization and integration system to meet challenges.....	29
	A temporary reduction in immigration levels in 2019.....	29
	Bill 9, the cornerstone of the reform.....	30
	Improved assistance to businesses in meeting their labour needs	30
	Increased support to communities.....	31
10.	The orientations of the Québec Immigration Planning for the 2020-2022 period.....	32
	Proposed orientations.....	32
	Projected admissions	39
11.	Conclusion	41
12.	Bibliography.....	42

1. Message from the Minister of Immigration, Diversity and Inclusiveness



Immigration is at the heart of development in a society like ours, especially in light of Québec's current labour shortage. If we want to take advantage of the skills and talents that come from abroad, and give immigrants an opportunity to play a meaningful role in Québec society, one that is worthy of their skills and aspirations, Québec's immigration system must be modernized.

When the *Plan d'immigration du Québec pour l'année 2019* was tabled, we took initial action in this direction. We temporarily decreased the number immigrants admitted in order to find ways to improve our francization and integration services.

The Government of Québec undertook a profound reform of the immigration system in order to ensure candidates' successful immigration and settlement in Québec. The main foundations are now laid to improve the selection, francization and integration of immigrants.

Now, we are proposing a gradual increase of immigration levels over the next few years. This gradual increase will go hand in hand with the full deployment of measures designed to improve the integration and francization of immigrants with the goal of admitting more immigrants to more effectively respond to the needs of Québec's businesses and regions.

The orientations proposed under the *Québec Immigration Planning for the 2020-2022 Period* are rooted in our commitment to better select and assist immigrants, but also to lend stronger support to communities and employers in order to respond to Québec's needs.

Québec's economic needs are constantly evolving. In this context, the new orientations we are proposing will allow us to more closely align integration with the needs of the labour market and ensure that immigrants have easier access to jobs that match their skills. The immigration application management system based on the expression of interest, on the Arrima platform, will be particularly effective in securing this alignment.

In the same vein, we would like to accelerate the arrival of immigrants in the economic immigration category as well as promote the permanent selection of temporary foreign workers and foreign nationals with a diploma from Québec. Moreover, we are in the process of putting in place tools to support the various partners, such as local communities and businesses, in their recruitment and integration roles.

French proficiency is essential to joining the labour market and fully participating in community life. Our intention is to prioritize the admission of immigrants who speak French and expand access to francization services. With knowledge of French, immigrants will integrate more quickly into Québec society, while enriching the vitality of our language and sharing in the pride of speaking French.

We are starting a new chapter in immigration in Québec. We are confident that these improvements will enable Québec to remain a role model around the world in the area of immigration. Our objective is to make Québec an even more attractive and welcoming society for immigrants. With the large sums allocated to the Ministère de l'Immigration, de la Diversité et de l'Inclusion in the last budget, representing a sum of \$146 million a year for a total of \$730 million over five years, we will be able to implement a modernized immigration system that is faster and more efficient in order to better respond to Québec's needs.

I invite socioeconomic players and all Quebecers to take part in this consultation on immigration planning and to come express their thoughts about the proposed orientations. By combining our efforts, we will be able to respond to Québec's needs and create a favourable environment to receive immigrants and ensure that they quickly and successfully integrate into Québec society.

A handwritten signature in black ink, consisting of several fluid, overlapping loops and strokes, representing the name Simon Jolin-Barrette.

Simon Jolin-Barrette
Minister of Immigration, Diversity and Inclusiveness

2. Introduction

Immigration plays a key role in Québec society through its contribution to economic prosperity and the richness of its diversity.

In this context, the multiyear immigration planning exercise is a vital step that has been part of the public debate since 1991. It determines, in the form of multiyear orientations, the number of immigrants we plan to admit as well as the composition of immigrants that Québec would like to welcome in the years to come.

The orientations proposed in this planning complete the government's initiative to modernize the *Québec Immigration Act* (CQLR, chapter I-0.2.1), which came into effect in 2018, and was amended, in response to current issues, by Bill 9: *An Act to increase Québec's socio-economic prosperity and adequately meet labour market needs through successful immigrant integration*. The orientations are submitted for public consultation and will be the focus of parliamentary commission discussions. Once they are adopted, these multiyear orientations will complement the government's action on immigration.

When the *Plan d'immigration du Québec pour l'année 2019* was tabled, the Government of Québec announced its commitment to temporarily admit fewer immigrants in order to better integrate them into Québec society, by offering improved integration and francization services. The orientations that will structure the composition of immigration and the number of people admitted over the next few years reflect this situation. They also take into account the gradual deployment of a new immigration system based on the expression of interest, which will allow immigrants to access their professional life more quickly through an adapted and continuous response to labour market needs. A personalized support pathway will be put in place to reach as many immigrants as possible, assess their needs, refer or guide them to helpful services, and ensure follow-up. This pathway, backed by an action plan and periodic follow-ups, will include objectives in terms of settlement, francization, integration, skill recognition and the alignment of immigrant profiles with the jobs available. These measures will be accompanied by initiatives deployed by the Ministère de l'Immigration, de la Diversité et de l'Inclusion in several regions of Québec and internationally.

The consultation paper first presents Québec's immigration responsibilities (Section 3), government actions in recent years (Section 4) as well as the elements of immigration planning (Section 5). Section 6 provides a portrait of immigration in Québec, and Section 7 presents the results of the 2017-2019 planning. The last sections address today's immigration issues in Québec (Section 8), the current reform of the immigration, francization and integration system in response to these issues (Section 9) as well as the orientations submitted for public consultation (Section 10).

3. Québec's immigration responsibilities

Under the Canadian Constitution, jurisdiction over immigration is shared between the federal government and the provinces.¹ The *Canada–Québec Accord relating to Immigration and Temporary Admission of Aliens* (Canada–Québec Accord), which came into effect in 1991, maps out the shared responsibilities between Québec and Canada. This accord replaced the Couture-Cullen Agreement that had been in force since 1978.

This accord gives Québec the right to assume full responsibility for immigration planning as well as the selection, francization and integration of immigrants. In these areas, it defines its policies and programs, legislates, regulates and establishes its own standards.

The *Canada–Québec Accord* reflects the Government of Québec's desire to ensure immigration and integration that respects the distinct character of Québec society. It recognizes the Government of Québec's responsibility for reception services for newcomers and the linguistic, cultural and economic integration of permanent residents in Québec. Québec receives financial compensation from Canada to provide these services.

In Québec, immigration consists of two components: permanent immigration and temporary immigration. Immigration planning pertains exclusively to permanent immigration, for which the Government of Québec establishes the number of immigrants it plans to welcome in the coming years.

Permanent immigration

Permanent immigration seeks to contribute to the attainment of various objectives, such as Québec's prosperity, the preservation and vitality of the French language as well as the vibrancy of Québec's regions and its international profile. It also gives Québec an opportunity to demonstrate its willingness to play a role in international solidarity through humanitarian immigration and its commitment to the principle of family reunification. Various immigration programs are available to people interested in settling in Québec.

¹ Section 95 of the *Constitution Act, 1867* stipulates that Parliament and the provincial legislatures can legislate on immigration, with federal paramountcy when conflicts arise.

The characteristics, skills, aspirations and varied trajectories of these individuals truly enrich Québec society.

Permanent immigration is divided into three main categories: economic immigration, family reunification and humanitarian immigration.

> Economic immigration

Québec has exclusive jurisdiction over the economic immigration selection process. Its orientations are determined by its societal choices and its reading of the environment. Economic immigration seeks to respond to Québec's economic needs with the goal of maintaining its prosperity. Individuals admitted in this category, in particular skilled workers, are selected based on certain socioprofessional characteristics that facilitate rapid integration into Québec society and its job market. In other words, these individuals meet Québec's needs in terms of labour (skilled workers), entrepreneurship (businesspeople and self-employed workers) and investment (investors).

> Family reunification

The family reunification category gives Canadian citizens and permanent residents the opportunity to be reunited with their family members. Québec does not select people in this category, but the Government of Québec wants to repatriate this immigration category, which is currently under federal jurisdiction. Québec is also responsible for providing francization and integration services to immigrants admitted under this category in order to ensure their full participation in the various aspects of community life, including the economy.

> Humanitarian immigration

Humanitarian immigration is a way for people in crisis situations to settle in Québec. It is Québec's expression of international solidarity, which adheres to the principles of the United Nations Convention Relating to the Status of Refugees (Geneva Convention). This category includes refugees selected abroad, state-sponsored or collectively sponsored refugees, individuals whose refugee status is recognized following an asylum claim in the territory as well as individuals selected on humanitarian grounds. The Government of Québec forecasts the number of immigrants in this category admitted annually.

Temporary immigration

Temporary immigration primarily pertains to temporary foreign workers and foreign students. Temporary workers who are likely to quickly fill a specific labour need for businesses can, if they meet the conditions, submit a selection application to permanently settle in Québec, through the Programme de l'expérience québécoise (Québec experience program). This opportunity is also extended to foreign students who have obtained a diploma in Québec. While their stay continues to be based on their studies, foreign students can also, under certain conditions, respond to the labour needs of businesses.

The number of temporary foreign workers and foreign students who come to Québec depends on the evolving needs of Québec's employers and its ability to offer attractive educational options. While temporary immigration does not target a specific number of people, the government plans to rely more on this category to rapidly meet the labour needs of businesses throughout Québec's regions. The Government of Québec is also seeking to increase its responsibilities in managing the Temporary Foreign Worker Program, in order to relax the rules and accelerate the arrival of workers.

4. Government action on immigration in recent years

Québec's policy on immigration, participation and inclusiveness

From 1990 to 2016, the Government of Québec's actions were guided by Québec's policy statement on immigration and integration, *Au Québec pour bâtir ensemble*.² This policy statement recognized the extent to which immigration contributes to demographic recovery, economic prosperity, the preservation of the French language and Québec's openness to the world. In step with the Canada-Québec Accord, signed in 1991, this policy allowed Québec to increase its ability to take action in the following decades.

In order to give fuller consideration to the changes that occurred over the previous 25 years, from a social, economic and demographic perspective, this policy statement was replaced, in 2016, by the *Québec Policy on Immigration, Participation and Inclusion*.³

Entry into force of the Québec Immigration Act

In April 2016, the *Québec Immigration Act* was adopted by the National Assembly. On August 2, 2018, the Government of Québec enacted the *Québec Immigration Regulation*, along with the full implementation of the *Québec Immigration Act*. Several immigration programs were modified when this legal and regulatory framework was revised.

When Bill 9 was tabled in February 2019, the Government of Québec set out to update its legal framework in order to improve the selection of immigrants who meet Québec's needs and to provide better francization services and support in integrating them into Québec society.

² Ministère des Communautés culturelles et de l'Immigration du Québec (1990), *Au Québec pour bâtir ensemble : Énoncé de politique en matière d'immigration et d'intégration*, Government of Québec.

³ Ministère de l'Immigration, de la Diversité et de l'Inclusion (2016), *Together, We are Québec: Québec Policy on Immigration, Participation and Inclusion*, Government of Québec.

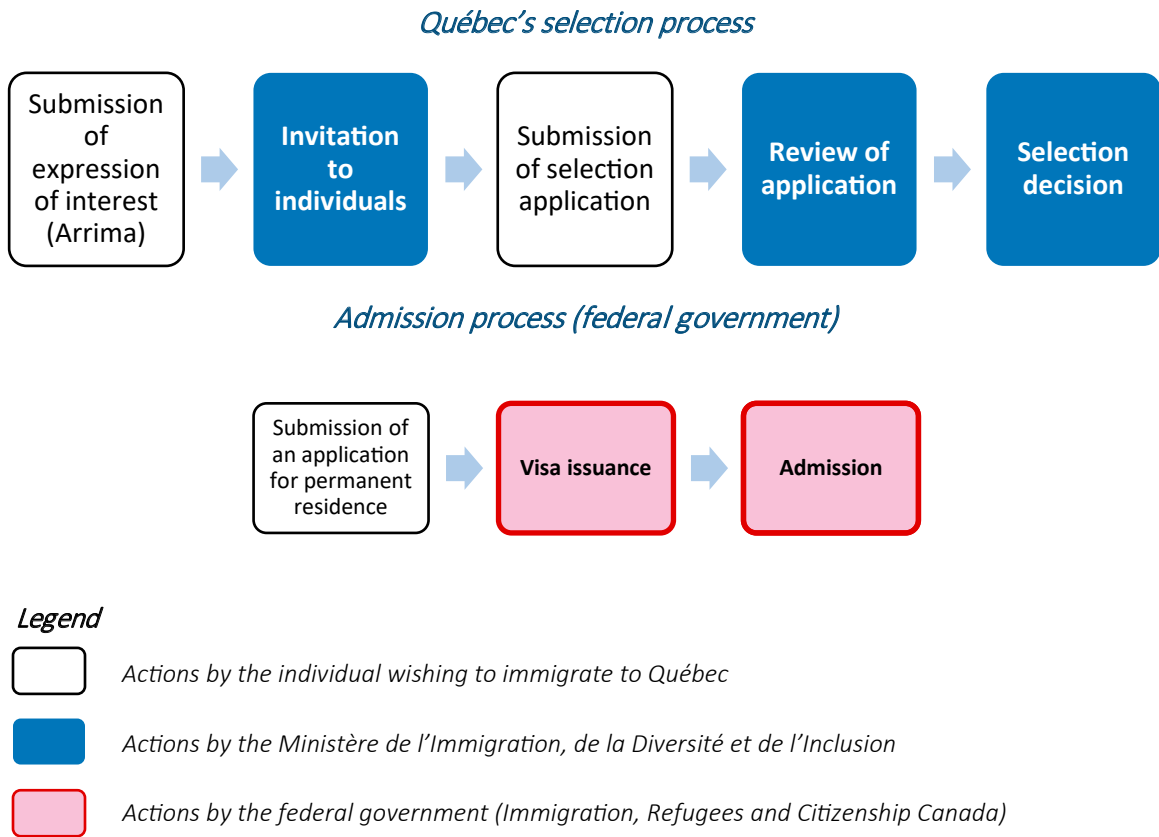
Implementation of the expression of interest system

Entry into force of the *Québec Immigration Act* and its related regulation paved the way, in particular, to the creation of a new immigration application management system based on the expression of interest. This system allows the continuous selection of individuals with profiles that meet the socioeconomic needs of Québec and its regions.

Under this system, individuals who wish to immigrate to Québec as skilled workers can create an account on the Arrima platform and submit an expression of interest free of charge. Only those who receive an invitation can submit an application for permanent immigration under the Regular Skilled Worker Program. The implementation of this system puts an end to the principle of “first come, first served,” in favour of specific invitations to individuals who have the socioprofessional skills that meet the needs of Québec’s labour market. At the moment, the system is only being applied to the Regular Skilled Worker Program, but will be expanded over the next few years to other economic immigration programs, starting with the Programme de l’expérience québécoise (Québec experience program).

As shown in Figure 1, individuals interested in immigrating to Québec must first submit an expression of interest on the Arrima platform. Then, based on specific criteria, the Ministère de l’Immigration, de la Diversité et de l’Inclusion (MIDI) will invite certain individuals to submit an application for permanent selection. The Ministère reviews these applications and decides who will be selected. The individuals selected by Québec must then present an application for permanent residence to the federal government before being officially admitted to the territory.

Figure 1: The new immigration application management process based on the expression of interest



The implementation of the expression of interest system is one of the milestones of the 2017-2019 period, Québec's last immigration planning exercise. From now on, invitations issued through this system will facilitate better assessment of short-term labour needs and the specific needs of employers, in Québec's various regions, while accelerating the arrival of skilled workers.

Box 1: Defining needs with labour market partners

Determining job market needs is an essential part of immigration planning over the next few years. This is also important for the development of specialized professional French courses that focus on the acquisition of French language skills that promote job access, retention and advancement.

To better define immigration needs, the Ministère de l'Immigration, de la Diversité et de l'Inclusion is strengthening its collaboration with the major stakeholders in the labour market, including the Commission des partenaires du marché du travail (CPMT) and the Ministère du Travail, de l'Emploi et de la Solidarité sociale (MTESS). These allies in building an effective immigration system will help us target labour market needs based on regional specificities and vacant positions that must be filled.

With the work accomplished, we will be in a better position to plan invitations on the expression of interest system, taking into account the structural needs of the labour market as well as socioprofessional characteristics.

5. Immigration planning in Québec

The multiyear immigration planning exercise helps to determine immigration orientations, in particular the number and composition of the categories of immigrants that Québec plans to admit in the coming years. These orientations take into account current policy orientations, the immigration demand as well as Québec's regional needs and labour market needs.

Legislative provisions for immigration planning

The *Québec Immigration Act* stipulates that multiyear orientations must be tabled in the National Assembly for public consultation, within the framework of a parliamentary commission. This exercise is an opportunity for socioeconomic groups and actors to express their opinions on the proposed orientations.

Subsequently, the Minister takes into consideration multiyear planning to establish an annual immigration plan that targets a specific immigration volume for each year involved in the planning. The plan provides the planned or estimated number of foreign nationals that Québec intends to receive and the number of decisions that can be rendered regarding the selection of immigrants wishing to settle in Québec permanently. These volumes can be distributed by category, by immigration program or by program tier.

The annual immigration plan is tabled in the National Assembly no later than November 1 of each year or, if the Assembly is not sitting, within 15 days of resumption of its activities.

Since 2004, under a legislative provision, consultations on desired immigration levels must be conducted. An amendment to the *Québec Immigration Act* made it mandatory to hold a parliamentary commission to determine immigration volumes for the coming years. This obligation was renewed in the revision of the *Québec Immigration Act*, which came into effect in August 2018.

Striking a balance

Multiyear immigration planning means reconciling various issues in order to strike a balance between the various objectives sought by the Government of Québec in terms of immigration, participation and inclusiveness. The distribution of the overall number of immigrants admitted under the different immigration categories is a recurring challenge in immigration planning.

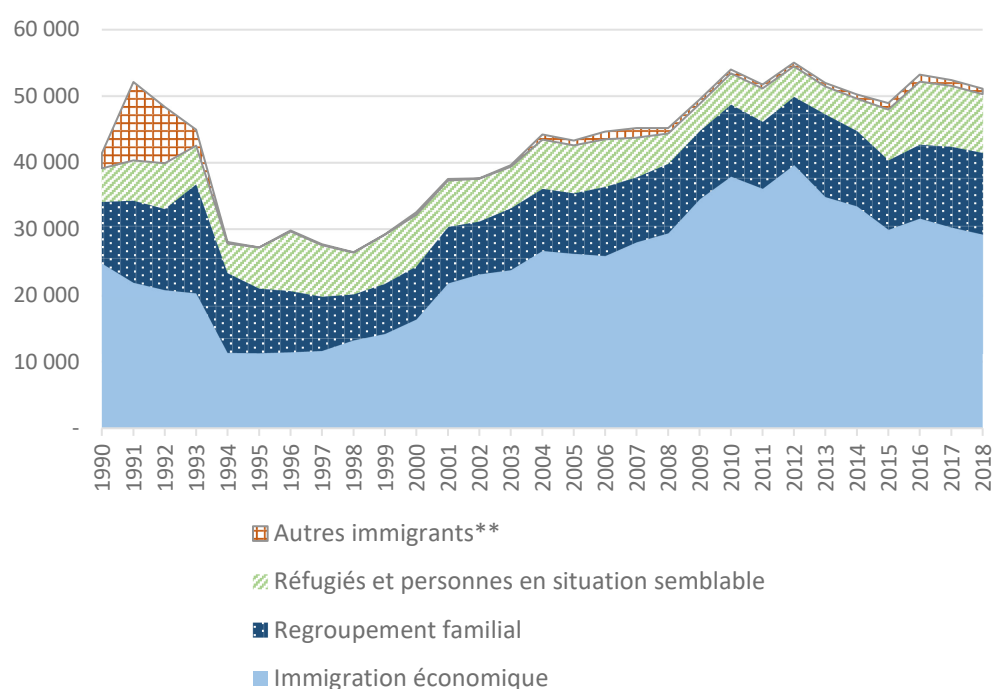
The composition of immigration influences some of the characteristics of the immigrants admitted, particularly their knowledge of French, their age, their intention and their capacity to integrate into the employment market. Due to the selection powers associated with this, the economic immigration category is Québec's main lever in influencing the characteristics of immigrants admitted to its territory and, consequently, their integration.

6. Portrait of immigration in Québec

History of immigration levels

Immigration levels have fluctuated since the *Énoncé de politique en matière d'immigration et d'intégration* was adopted in 1990, and the signing of the Canada-Québec Accord in 1991, as shown in Figure 2. In 1991, the number of immigrants admitted was above 50 000, a result, in part, of the Refugee Backlog Clearance (RBC) program. Over the next few years, the number of immigrants admitted decreased to less than 30 000 between 1994 and 1999, before climbing back up during 2000-2010. From 2010 to 2018, immigration levels remained relatively stable, at approximately 52 000.

Figure 2: Number of immigrants admitted to Québec, 1990-2018,*
by immigration category



Source: Ministère de l'Immigration, de la Diversité et de l'Inclusion, Direction de la recherche et de la statistique.

* Preliminary data for 2018.

** Includes various specific categories of immigrants admitted on humanitarian or public interest grounds (including admissions through the RBC special movement and Kosovar special movement).

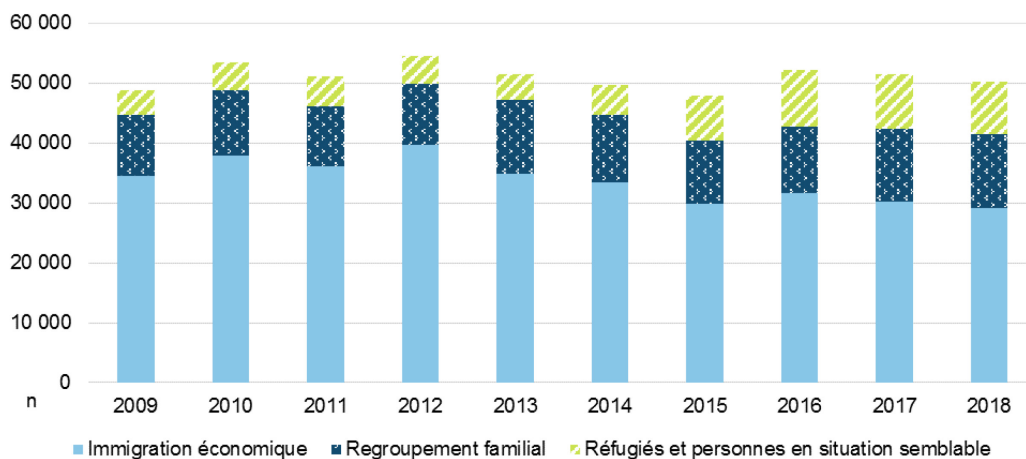
Since 1990, the variation in the number of immigrants admitted on a permanent basis under the economic immigration category has followed a trend similar to the variation in overall immigration levels. This evolution reflects the fact that economic immigration is Québec's primary means to plan the overall number of individuals it wishes to receive.

Evolution of Québec's immigration composition over the last decade

Over the last 10 years, the annual number of immigrants admitted has remained steady at around 52 000. Despite the relative stability of permanent immigration levels during this period, the portrait of immigrants as well as their distribution by immigration category have evolved. Québec also experienced a marked increase in temporary immigration.

From 2009 to 2018, the number of immigrants admitted annually varied between approximately 49 000 and 55 000. While the proportion of economic immigration hovered around 70% in 2009, it decreased to 57% in 2018. This variation can be explained by a rise in the number of people admitted in the family reunification and humanitarian immigration categories.

Figure 3: Number of immigrants admitted to Québec, 2009-2018, by immigration category



Preliminary data for 2018.

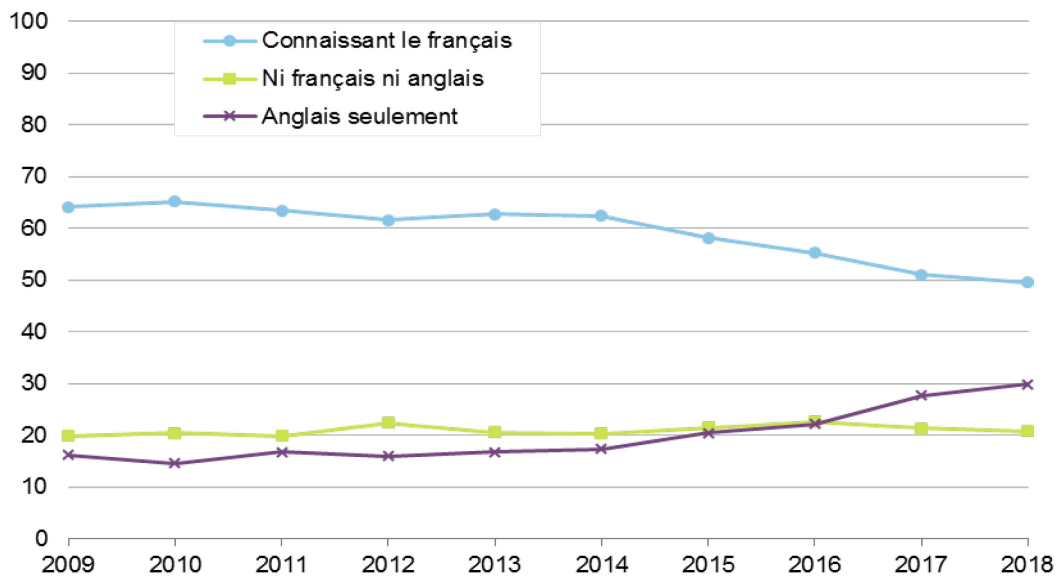
Source: Ministère de l'Immigration, de la Diversité et de l'Inclusion, Direction de la recherche et de la statistique.

During the period 2009-2018, the number of refugees or people in similar situations admitted increased considerably. In fact, the percentage of this category in Québec's overall immigration more than doubled during this period. Since 2015, this increase was particularly marked due, in particular, to Québec's humanitarian effort during the Syrian refugee crisis.

Knowledge of French among immigrants

During the 2009-2018 period, the proportion of immigrants admitted who declared knowledge of French at the time of admission gradually decreased, from 64% in 2009 to 50% in 2018. However, this evolution varies depending on the immigration category, with the proportion of individuals with knowledge of French being greater among skilled workers, selected according to Québec's selection criteria.

Figure 4: Knowledge of French and English declared at the time of admission of immigrants to Québec, 2009-2018 (in %)



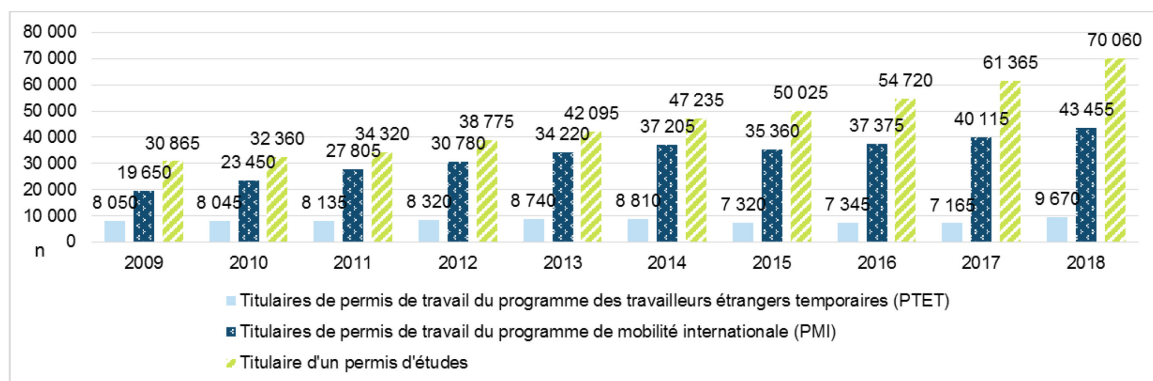
Preliminary data for 2018.

Source: Ministère de l'Immigration, de la Diversité et de l'Inclusion, Direction de la recherche et de la statistique.

Substantial increase in temporary immigration

Temporary immigration has undergone the most striking evolution over the last decade. Québec's educational institutions are welcoming a growing number of foreign students, while Québec employers are increasingly turning to temporary foreign workers to respond to their labour needs. Between 2009 and 2018, the number of individuals who held study permits more than doubled, as did the number of work permit holders under the International Mobility Program (IMP). The increase in the number of individuals who held work permits was more limited under the Temporary Foreign Worker Program (TFWP).

Figure 5: Number of individuals who held valid permits (TFWP, IMP) in Québec on December 31, between 2009 and 2018

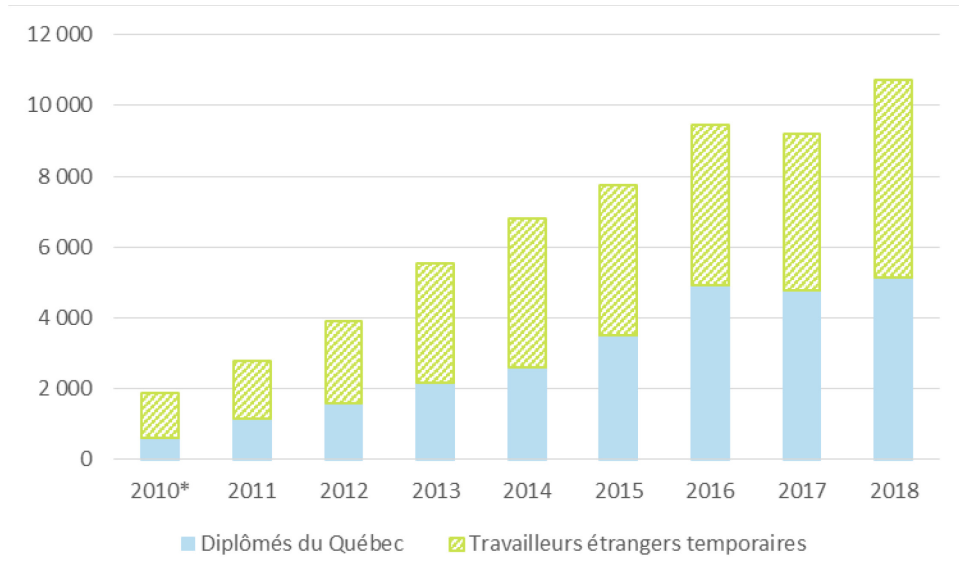


The data represents preliminary estimates and could be modified.

Source: Immigration, Refugees and Citizenship Canada, Temporary Residents, December 31, 2018, Compilation by the Ministère de l'Immigration, de la Diversité et de l'Inclusion, Direction de la recherche et de la statistique.

The number of people living temporarily in Québec has therefore increased considerably over the last 10 years. Created in 2010 to promote their settlement in Québec on a permanent basis, the Programme de l'expérience québécoise (Québec experience program) has expanded significantly in recent years. This is an accelerated selection program for skilled workers that targets Québec graduates and temporary skilled workers who meet certain conditions, specifically advanced intermediate knowledge of spoken French.

Figure 6: Number of Certificats de sélection du Québec (CSQ) issued under the Programme de l'expérience québécoise (Québec experience program – PEQ)* since its creation in 2010



* The Programme de l'expérience québécoise (Québec experience program) was created on February 14, 2010.
Source: Ministère de l'Immigration, de la Diversité et de l'Inclusion, Direction générale de la recherche et de la planification.

Through their previous experience in Québec, these individuals have already begun their integration process into the job market and Québec society, making them ideal candidates for permanent immigration.

7. Planning results for 2017-2019

Nine orientations were adopted following the public consultation on *Québec Immigration Planning for the 2017-2019 Period*. The orientations adopted for this period are presented below, along with the results compiled for the first two years of planning, with the third year currently underway.

1. Stabilize immigration levels at 51 000 immigrants admitted during the first two years, with a slight increase during the third year to 52 500 in 2019

The number of immigrants admitted in 2017 and 2018 respects the range targeted in the 2017-2019 planning, which was 49 000 to 53 000 for each of the two years. Indeed, 52 400 and 51 118 immigrants were admitted in 2017 and 2018, respectively.

In the *Plan d'immigration du Québec pour l'année 2019*, the planned number of immigrants admitted was revised downward, compared to the projected evolution in planning for 2017-2019. This plan targeted the admission of 40 000 immigrants, while preserving a significant percentage of economic immigration to meet Québec's needs. In the specific context of change, this temporary target seeks to actualize the Government of Québec's commitment to improve the reception and support of immigrants in their French-learning and integration processes.

2. Gradually increase the percentage of economic immigration to attain 63% at the end of the period

The percentage of economic immigration was established at 58% in 2017, 57% in 2018, and 59% in 2016. This situation can be explained, in part, by the fact that the number of people admitted in the category of refugees and people in similar situations was maintained at higher levels than anticipated in 2016, with the Syrian refugee reception operation. In addition, the number of people admitted in the family reunification category increased more than 10% between 2016 and 2018. This situation kept the percentage of economic immigration below 60%.

3. Increase to at least 40%, in 2019, the percentage of immigrants aged 18 and over selected in the skilled worker subcategory, having temporary work status in Québec at the time of their selection or foreign student status

By combining the number of people selected under the Programme de l'expérience québécoise (Québec experience program) and the Skilled Worker Program, while temporarily living in Québec, this percentage reached 47% in 2017 and 57% in 2018. This result, which clearly surpasses the set target of 40%, is part of a five-year trend, considering that it was only 24% in 2014. This situation is primarily explained by the significant increase in the number of people selected under the Programme de l'expérience québécoise (Québec experience program) who, in order to be selected, must first acquire experience in Québec as a temporary foreign worker or foreign student.

4. Set to a minimum of 85% the percentage of adults under the skilled worker subcategory who declare knowledge of French at the time of admission

The proportion of adults admitted under the skilled worker subcategory who declared knowledge of French when they were admitted was 80% in 2017 and 76% in 2018. This decrease in knowledge of French at the time of admission reflects the profile of individuals who were selected in previous years, considering the timeframe between selection and admission.

5. Ensure that the percentage of candidates selected in the skilled worker subcategory with training in areas in demand is at least 70%

The proportion of skilled workers selected under the Regular Skilled Worker Program who have training in areas that are in demand in Québec's labour market was 80% in 2017 and 84% in 2018, which is above the targeted goal. The List of areas of training, which awards differentiated points to areas of training in the skilled worker selection grid, serves to determine training in areas that are in demand in the medium term in Québec's labour market.

However, issues were identified in terms of aligning the profile of individuals who submitted an application in recent years under the Regular Skilled Worker Program and the specific short-term needs of Québec businesses dealing with recruitment issues. In particular, many immigrants are overqualified for vacant positions and the rate of unemployment among newcomers continues to be a concern.

6. Maintain the percentage of individuals under the age of 35 at an annual minimum of 65% in overall admissions

The percentage of individuals under the age of 35 was close to the minimum target set, reaching 66% in 2017 and 65% in 2018. The francization and integration of these individuals was made easier by their young age.

7. Contribute, in conjunction with economic and territorial players, to the growth of Québec's regions through permanent and temporary immigration

In 2017 and 2018, approximately 17% of immigrants admitted declared their wish to settle in the Montréal metropolitan area. However, major labour needs were also noted in other regions of Québec.

The way certain immigration programs function was reviewed in August 2018, particularly in promoting the selection of immigrants destined for regions outside the Montréal Metropolitan Community.

8. Continue to promote the diversity of the migratory movement from various regions of the world to support Québec's economic vibrancy as well as the vitality of the French language

In 2018, as in the past, Québec welcomed individuals from different continents. Whether they come from Asia (43.4%), Africa (29.6%), the Americas (13.5%), Europe (13.2%) or elsewhere, people from all walks of life enrich the diversity of Québec's population as well as its cultural landscape. Given this diversity of countries of origin, several of which are not Francophone, Québec must provide francization services that are adapted to the needs of these individuals, in particular to ensure the contribution of immigration to Québec's economic and social development, in French, and in all its regions.

9. Reaffirm Québec's humanitarian commitment annually through the reception of refugees and other people in need of international protection

Concretely, in 2017 and 2018, this orientation led to the reception of refugees and people in similar situations, representing 17% of overall admissions, an increase compared to the 2012-2015 period. This proportion is comparable to that of 2016, when a large number of Syrian refugees were admitted to Québec.

This upward trend is expected to continue over the next few years, given the evolution of migratory movements internationally. Moreover, the arrival of many asylum seekers, since the summer of 2017, could lead to an increase in the number of people in Québec who will be recognized as refugees in the next few years, based on decisions that will be rendered by the Immigration and Refugee Board of Canada.

Table 1 presents the number of immigrants admitted to Québec in 2017 and 2018, by immigration category, as well as planning for 2019.

Table 1
Number of immigrants admitted to Québec, 2017-2018^a

	Résultats ^a		Plan 2019 ^b	
	2017	2018	Min.	Max.
Immigration économique	30 243	29 190	21 700	24 300
Travailleurs qualifiés	24 843	24 127	18 000	20 100
Gens d'affaires	4 589	4 204	3 100	3 400
Autres catégories économiques ¹	811	859	600	800
Regroupement familial	12 135	12 285	8 900	9 400
Réfugiés et personnes en situation semblable	9 154	8 832	6 800	7 500
Réfugiés sélectionnés à l'étranger ²	6 334	5 684	4 400	4 800
Réfugiés pris en charge par l'État	1 535	1 395	1 150	1 200
Réfugiés parrainés	4 799	4 288	3 250	3 600
Réfugiés reconnus sur place ³	2 820	3 148	2 400	2 700
Autres immigrants ⁴	846	811	600	800
Ensemble de l'immigration	52 400	51 118	38 000	42 000
Part de la sélection québécoise ⁵	71 %	70 %	70 %	71 %
Part de l'immigration économique	58 %	57 %	57 %	58 %

a. Données préliminaires pour 2018.

b. Les nombres ont été arrondis à la centaine près, sauf dans le cas des réfugiés sélectionnés à l'étranger où les nombres ont été arrondis à la cinquantaine près.

1. Comprend les aides familiaux et les autres immigrants de catégories économiques.
2. Comprend notamment les réfugiés pris en charge par l'État et les réfugiés parrainés.
3. Comprend leurs personnes à charge à l'étranger.
4. Comprend diverses catégories particulières d'immigrants admis pour des motifs humanitaires ou d'intérêt public.
5. Immigration économique, réfugiés sélectionnés à l'étranger et autres immigrants.

Source: Ministère de l'Immigration, de la Diversité et de l'Inclusion, Direction de la planification de l'immigration.

8. The current challenges of immigration in Québec

Québec's demography

Population growth in Québec is determined by natural growth, resulting from the difference between births and deaths, and by migratory growth, resulting from international and interprovincial migrations.

In 2016, the Institut de la statistique du Québec made demographic projections based on different levels of immigration and certain hypotheses.⁴ These projections demonstrated that immigration levels, projected over a period of several decades, can have an impact on population growth and the size of the working age population, with potential economic implications.

Since 1990, the contribution of immigration to demographic growth was one of the elements guiding the actions of the Government of Québec, in addition to the contribution of immigrants to economic prosperity, the preservation of the French language and openness to the world. Since 2012, the decrease in the population between the ages of 15 and 64, due to the ageing population, is being felt more and more, with growing repercussions for Québec's labour market.⁵

⁴ Institut de la statistique du Québec (2016), simulations conducted for the Ministère de l'Immigration, de la Diversité et de l'Inclusion, published in: Ministère de l'Immigration, de la Diversité et de l'Inclusion, "Recueil de statistiques sur l'immigration et la diversité au Québec," Government of Québec, p. 20.

The Institut de la statistique du Québec is currently working to update the prospects for demographic change in Québec and its regions.

⁵ Overall, the working age population (15 to 64 years) dropped by more than 30 000 people between 2012 and 2018, despite a fluctuation over the period.

Statistics Canada (2019), *Population estimates on July 1st, by age and sex*. Adapted by the Institut de la statistique du Québec.

Increased immigration levels in Canada

Until 2017, immigration levels across Canada were under 300 000 people admitted, however, this number grew to over 320 000 in 2018. The increase in the number of immigrants admitted is expected to continue, given that the 2019-2021 Immigration Levels Plan projects the admission of 350 000 people in 2021.⁶ This number is close to 1% of the Canadian population (0.9 %, to be more precise).

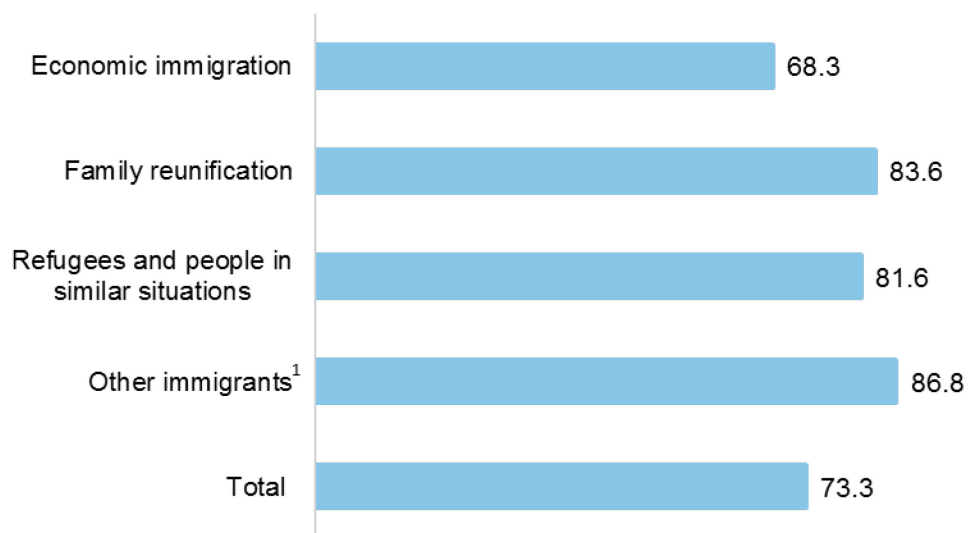
The retention of immigrants admitted to Québec

In order to fully contribute to demographic growth, immigrants must permanently settle in Québec. However, a certain proportion of them leave Québec after a few years. For example, the retention rate in January 2019 of immigrants admitted to Québec from 2008 to 2017 was 73.7%.⁷ Certain characteristics of immigrants, particularly their language proficiency and immigration category, influence their decision to stay in Québec.

⁶ Immigration, Refugees and Citizenship Canada (2018), *Notice – Supplementary information on 2019-2021 Immigration Levels Plan*, Government of Canada, available online: <https://www.canada.ca/en/immigration-refugees-citizenship/news/notices/supplementary-immigration-levels-2019.html>

⁷ Ministère de l'Immigration, de la Diversité et de l'Inclusion (2019), Direction de la recherche et de la statistique, Banque de données sur la présence.

Figure 7A - Retention rate in January 2019 of immigrants admitted to Québec from 2008 to 2017 by immigration category (in %)



1. Includes various specific categories of immigrants admitted on humanitarian or public interest grounds.

Source: Ministère de l'Immigration, de la Diversité et de l'Inclusion, Direction de la recherche et de la statistique, Banque de données sur la présence.

Figure 7B - Retention rate in January 2019 of immigrants admitted to Québec from 2008 to 2017 according to French and English proficiency (in %)



* Language proficiency declared at the time of admission.

Source: Ministère de l'Immigration, de la Diversité et de l'Inclusion, Direction de la recherche et de la statistique, Banque de données sur la présence.

Labour shortage in Québec

Since 2012, the size of the population between the ages of 15 and 64 has decreased, a trend that could continue over the next few years. This decrease combined with a favourable economic climate in recent years had led to a situation nearing full employment in Québec, with an unemployment rate of 5.5% in 2018.⁸ Emploi-Québec estimates that more than 1.4 million jobs will have to be filled in Québec for the period 2017-2026.⁹

From a perspective of increased employment rates, immigration is not the only solution to meet labour needs. On the one hand, most of these positions should be filled by youth as they gradually enter the labour market. On the other, incentives promoting the participation of older people in the labour market, particularly those 60 years or over, could also contribute to retaining the contribution of workers with experience in the Québec economy. Increased productivity is a complementary avenue for responding to the labour shortage.

Immigration is one solution, among others, for responding to the labour needs of Québec employers and for taking action not only on employment rates but also on productivity, sources of growth for the standard of living in Québec. Sectoral technological shifts sometimes require the skills of foreign workers.

Increasing the participation of immigrants in the labour market over the next few years and ensuring lasting economic spinoffs depends on a better alignment of employers' needs and immigrant profiles over the long term. In 2018, the over-qualification rate of immigrants who arrived five years ago or less was 59% for the age group of 25 to 54.¹⁰ Furthermore, the unemployment rate among immigrants who arrived five years ago or less continues to be high (11.4% in 2018), compared with the native population (5.0 %).

⁸ Institut de la statistique du Québec (2019), *Taux de chômage, régions administratives, régions métropolitaines de recensement et ensemble du Québec, 2008-2018*, data from Statistics Canada's *Labour Force Survey Report*, adapted by the Institut de la statistique du Québec.

⁹ Emploi-Québec (2019), "État d'équilibre du marché du travail – Diagnostics pour 500 professions," Ministère du Travail, de l'Emploi et de la Solidarité sociale, Government of Québec.

¹⁰ Statistics Canada (2018), *Enquête sur la population active 2018*, special compilation at the request of the Ministère de l'Immigration, de la Diversité et de l'Inclusion.

In this context, alignment with the specific needs of the labour market must be improved, in order to facilitate access to jobs that match the skills of people arriving in Québec and to encourage long-term settlement. The immigration application management system based on the expression of interest (Arrima platform) will, in particular, improve this alignment. Additional functionalities of the Arrima system will also be introduced, particularly the creation of an Employers' Portal, which will facilitate the process for Québec businesses. The capacity for prospecting and attracting immigrants will also be strengthened through a greater international presence, which will support international recruitment efforts by Québec businesses. Moreover, the Ministère de l'Immigration, de la Diversité et de l'Inclusion will provide businesses with renewed access to different labour recruitment pools.

The international context of migration

While there has been an observable increase in the number of immigrants admitted to Canada, this trend is not the same all over the world. According to the most recent estimates, just over 5 million permanent entries were recorded in Organisation for Economic Co-operation and Development (OECD) countries in 2017. Since 2011, for the first time, there has been an annual decrease in these numbers, by about 5%.¹¹ This decrease is mainly attributable to a significant decrease in the number of recognized refugees in 2017.

¹¹ Organisation for Economic Co-operation and Development (2018), *International Migration Outlook 2018*.

The conclusions of Québec's auditor general – Improvements to be made in the coming years

In fall 2017, Québec's auditor general tabled a report on the francization and integration services for immigrants. This report highlighted a number of shortcomings in francization services and the management of the Ministère de l'Immigration, de la Diversité et de l'Inclusion's *Réussir l'intégration* program.

Furthermore, certain economic and labour market stakeholders have expressed their concerns about the immigration selection process under economic immigration programs. In particular, they are concerned about the alignment between the specific needs of Québec employers in the different regions of Québec and the profiles of immigrants, who are selected based on general criteria that promote their integration and inclusion in Québec society.

Improvements must be made to the immigration system as well as to integration and francization services for immigrants, in order to promote their long-term settlement and full participation in all dimensions of Québec society (economic, linguistic, social, etc.).

9. Reforming the immigration, francization and integration system to meet challenges

The Government of Québec recently announced various measures to reform the immigration system and improve francization and integration services. They will be implemented over the coming months and years with the goal of implementing the Government of Québec's orientations on immigration, diversity and inclusiveness.

A temporary reduction in immigration levels in 2019

In the context of reform, the Government of Québec announced its desire to temporarily reduce the number of immigrants admitted with a view to better integrating them into Québec society through improved integration and francization services. The *Plan d'immigration du Québec pour l'année 2019* sets the admissions target at 40 000 immigrants to Québec, which is a provisional decrease of over 20% compared with the total number of immigrants admitted over the last few years for all of Québec and all immigration categories.

The goal in reducing these levels, in the specific context of change, is to actualize the Government of Québec's commitment to providing better reception and support to immigrants in learning French and in settling long term in all regions. In the meantime, Québec employers can continue to have access to temporary foreign workers to meet their labour needs.

Reducing immigration levels in 2019 is a transitional step toward refining the selection system and implementing an efficient and personalized approach to the francization and integration of immigrants.

Bill 9, the cornerstone of the reform

Bill 9, which seeks to increase Québec's economic prosperity and adequately respond to the needs of the labour market through the successful integration of immigrants, was tabled on February 7, 2019.¹²

This bill is the cornerstone of the Government of Québec's reform to strengthen its immigration system. It sets out the legal bases necessary to improve francization, integration and alignment between Québec's labour needs and the profiles of immigration candidates. The key objective is to attain the long-term settlement of immigrants so that they have an opportunity to contribute to Québec society in a way that reflects their skills and aspirations.

Improved assistance to businesses in meeting their labour needs

With the goal of better responding to the labour needs of businesses in all regions of Québec, in 2018, the Ministère de l'Immigration, de la Diversité et de l'Inclusion moved towards an important economic shift, with greater emphasis on temporary immigration. The Ministère de l'Immigration, de la Diversité et de l'Inclusion's new integrated service offer focuses on partnership with businesses and initiatives that complement the government service offer.

The new integrated service offer for businesses seeks to respond to the labour needs of Québec businesses by focusing on the potential of immigrant workers, whether they are coming from abroad, in the process of settling Québec or already living in Québec. This initiative of the Ministère de l'Immigration, de la Diversité et de l'Inclusion complements the government's service offer to businesses, through Entreprises Québec, and involves the Ministère, the Ministère du Travail, de l'Emploi et de la Solidarité sociale and the Ministère de l'Économie et de l'Innovation. In particular, the Ministère de l'Immigration, de la Diversité et de l'Inclusion will facilitate access to different labour recruitment pools through, among other things, the new expression of interest system.

¹² National Assembly of Québec (2019), *Bill 9: An Act to increase Québec's socio-economic prosperity and adequately meet labour market needs through successful immigrant integration*, 42nd legislature, 1st session.

With work experience in Québec, foreign workers and their families will, under certain conditions, be selected on a permanent basis under the Programme de l'expérience québécoise (Québec experience program).

This new approach to partnership with businesses dealing with a need for labour will be bolstered by a greater international presence. Through activities already in place, including the *Journées Québec*, opening new Québec immigration offices and improved coordination with the network of Québec overseas representatives, many opportunities will be offered to Québec businesses interested in international recruitment.

An international recruitment strategy will also be implemented in the coming years by the Ministère de l'Immigration, de la Diversité et de l'Inclusion, in concert with the Ministère du Travail, de l'Emploi et de la Solidarité sociale.

Increased support to communities

The integration and full participation of immigrants requires, among other things, the commitment and mobilization of community stakeholders, in particular community organizations and municipalities. Over the last few years, the Ministère de l'Immigration, de la Diversité et de l'Inclusion started a review of its approach to partnership. Several partnerships were concluded with regional county municipalities in order to support their efforts toward better collaboration at the local level.

10. The orientations of the Québec Immigration Planning for the 2020-2022 period

Bill 9, which seeks to increase Québec's socioeconomic prosperity and adequately respond to labour needs through the successful integration of immigrants, lays the foundations of a fundamental reform of the immigration, francization and integration system. Various actions will be taken in the coming years to implement this reform. The orientations proposed under the *Québec Immigration Planning for the 2020-2022 Period* fall within the framework of this reform. The orientations reflect the Government of Québec's renewed vision in the area of immigration, diversity and inclusiveness.

The orientations focus on the composition of immigration, the number of immigrants the Government of Québec wishes to accept over the next few years and the characteristics of those who are selected and admitted. They take into consideration the various issues raised in this document, particularly immigration policy, Québec's demographic and economic needs and Québec's capacity to receive and integrate immigrants.

Proposed orientations

The proposed multiyear orientations are submitted for public consultation so that all socioeconomic stakeholders and all Quebecers can voice their opinions on their relevance and on the underlying issues.

Orientation 1

Gradually increase the number of immigrants admitted over the course of the period to attain 49 500 to 52 500 people in 2022

In the coming months and years, several measures will be put in place to better select, francize and integrate immigrants, while offering them more support to learn French and integrate. The government has temporarily reduced the number of immigrants for the year 2019, down to 40 000, in keeping with its commitment to first inject the resources needed to improve services for newcomers. Over the next few years, the government plans to increase immigration levels.

The increase in the number of immigrants admitted must, however, be gradual and cautious. While the main bases of the reform of the immigration, participation and inclusiveness system are now established, the actions stemming from government orientations are not all yet in place with implementation to be rolled out over several years. The increase in immigration levels must occur in conjunction with improved francization, integration and support services for immigrants. Therefore, the plan is for a gradual increase, of 3 000 to 4 000 admissions a year, so that government and social actors can provide immigrants with the tools they need to successfully integrate into Québec society.

Orientation 2

Attain, by the end of the period, a proportion of people admitted in the economic immigration category of around 65%

In the current context of labour shortage, special attention must be paid to economic immigration for all admissions. In fact, individuals admitted in this category, in particular skilled workers, were already selected on the basis of their socioprofessional profile and their potential for rapid integration into the labour market. Therefore, they are well placed to respond to the short-term needs of Québec businesses.

Maintaining a high proportion of admissions in the economic immigration category will also serve to strengthen other proposed orientations with respect to the characteristics of the people admitted, particularly in relation to French proficiency and age. In fact, the individuals in this immigration category are selected on the basis of these criteria, among others.

Orientation 3

Promote the permanent selection of foreign workers and foreign nationals with a Québec diploma who meet the needs of the labour market and are temporarily residing in the territory

Many individuals temporarily living in Québec would like to continue their Québec experience by settling permanently. During their temporary stay, they began their integration into Québec society. Many already know French or are in the process of mastering it. With their status and characteristics, temporary foreign workers and foreign nationals with a diploma from Québec are well positioned for successful long-term settlement in Québec. They have acquired Québec experience that will enable them to meet the needs of the labour market. This orientation will require greater recourse to temporary immigration and improved support for businesses.

The transition of individuals with a temporary status in Québec to permanent immigrant status is an orientation that should be prioritized since their integration into Québec society has already begun. Individuals with temporary status have acquired Québec experience or have a Québec diploma, which will likely facilitate their employment integration. Research has shown that previous stays in Québec have a positive impact on the speed of employment integration, on the probability of finding a skilled job and on the time it takes to find this employment.¹³

The Programme de l'expérience québécoise (Québec experience program) is the favoured program for facilitating the transition from temporary status to permanent status for individuals who know French and who obtained a diploma in Québec or have Québec work experience. Individuals who are temporarily staying in Québec can also submit an expression of interest, on the Arrima platform, with the goal of being invited to submit an application for permanent selection.

¹³ Guy Lacroix, *L'intégration en emploi des immigrants de la catégorie des travailleurs qualifiés au Québec, 2002-2009*, Québec, Centre interuniversitaire sur le risque, les politiques économiques et l'emploi, 2013.
Feng Hou and Aneta Bonikowska, *The Earnings Advantage of Landed Immigrants Who Were Previously Temporary Residents in Canada*, Ottawa, Statistics Canada, 2015.

Orientation 4

Align selection with the short-term needs of the labour market, by selecting principal applicants who are skilled workers and have training that is in demand or have a validated employment offer

Each year, Québec receives skilled workers whose skills respond to the specific needs of the labour market and facilitate their employment integration. To ensure that the profile of these skilled workers corresponds to the characteristics sought by employers facing a labour shortage, priority should be given to the selection of workers who have the skills sought in the Québec labour market.

Two tools in particular are used to ensure this alignment. Firstly, the Ministère du Travail, de l'Emploi et de la Solidarité sociale's List of areas of training, based, in particular, on job prospects by profession, awards additional points in the selection grid for skilled workers who have the training sought. Secondly, Québec employers can have an employment offer validated by the Ministère de l'Immigration, de la Diversité et de l'Inclusion, which gives the worker in question additional points in the selection grid.

These tools could be better used and refined, with the implementation of the new expression of interest system and increased support for international recruitment through the new integrated service offer for businesses. Thus, the area of training in demand and the validated employment offers could be integrated into the invitation criteria for foreign nationals who have submitted an expression of interest, so that individuals who have a profile sought by employers can be prioritized for invitation to submit an application for permanent selection.

In addition to this orientation, the Ministère de l'Immigration, de la Diversité et de l'Inclusion will support, from abroad, the procedures for skill recognition and comparative evaluations of diplomas, where relevant. Québec's increased international presence, in particular through Québec immigration offices, will make it possible to better inform potential immigration candidates about these procedures.

Orientation 5

Accelerate the arrival of immigrants in the economic immigration category in order to respond more efficiently to Québec's needs

The profiles of skills in demand in the labour market and Québec's economic needs are constantly evolving. In order to ensure that individuals who are selected based on the characteristics sought in the labour market or for specific economic needs are admitted to Québec as quickly as possible, it is important to accelerate the overall immigration process and prioritize temporary immigration. Measures must be taken to speed up the arrival of immigrants in the economic immigration category.

The processing times for applications for permanent selection must be reduced, particularly for the Regular Skilled Worker Program. While in the past, processing times could take several years, the Ministère de l'Immigration, de la Diversité et de l'Inclusion has committed, under the expression of interest system, to rendering a decision within a maximum timeframe of six months following receipt of a complete application.

Orientation 6

Support employers in all regions of Québec in their efforts to recruit temporary foreign workers, in order to increase the number of these workers, to reduce wait times before their arrival and to facilitate procedures for responding to short-term labour needs

In the context of a growing labour shortage, Québec businesses are having more and more difficulty meeting their labour needs. Since more than 1.4 million jobs will have to be filled in the period 2017-2026,¹⁴ it is imperative that better support be provided to Québec employers in the area of immigration.

¹⁴ Emploi-Québec (2019), "État d'équilibre du marché du travail – Diagnostics pour 500 professions," Ministère du Travail, de l'Emploi et de la Solidarité sociale, Government of Québec.

With its new integrated service offer for businesses, the Ministère de l'Immigration, de la Diversité et de l'Inclusion plans to support employers in all of Québec's regions in their recruitment efforts. Businesses will now have access to useful information that is adapted to their needs in terms of the steps they must take, which will allow them to rely more on the potential of immigrant workers. Businesses will also be better supported in identifying interesting labour pools around the world.

This orientation could contribute to maintaining the increase in the number of temporary foreign workers observed over the last 10 years, particularly following new initiatives by the Ministère de l'Immigration, de la Diversité et de l'Inclusion.

Orientation 7

Promote the selection of immigrants who know the democratic values and Québec's values expressed in Québec's Charter of Human Rights and Freedoms

To promote their integration and full participation in society, it is important to ensure that immigrants know the democratic values and Québec values expressed in Québec's Charter of Human Rights and Freedoms.

Currently, the Online integration service, the *Objectif integration* group session and francization services inform immigrants about these values. These activities provide immigrants with a better understanding of Québec society and facilitate their participation in community life.

In the coming years, the Government of Québec would like to prioritize the selection of people who know these values.

Orientation 8

Target the admission of adult immigrants with knowledge of French by expanding access to government francization services

Knowledge of French is key to the successful economic and social participation of immigrants as well as to ensuring the vitality of Québec's common language. The orientation of the previous multiyear planning exercise focused uniquely on skilled workers, since they were selected by Québec based on conditions and a series of criteria that included knowledge of French. Since knowledge of French is a factor that promotes harmonious integration in Québec, the proposed orientation targets all adults admitted.

Expanding access to government francization services will enable people living temporarily in Québec to learn French or to improve their proficiency. The service offer will also be improved for people who do not have knowledge of French at the time of admission or who need to improve their proficiency. Through francization, the Ministère de l'Immigration, de la Diversité et de l'Inclusion seeks to promote the full participation of immigrants, in French, in all dimensions of community life and in all regions of Québec.

Orientation 9

Encourage the permanent immigration of young people, in order to respond to Québec's demographic challenges

Overall, the immigrant population that has settled in Québec is younger than in the rest of Canada. In 2016, immigrants under the age of 45 represented more than half the immigrant population (50.3%), compared with 41.7% in the other Canadian provinces. This situation reflects the government's priorities for promoting the selection of young immigrants in the economic immigration category.

This orientation helps to promote the successful integration and increased participation of immigrants in Québec society, considering the ability of young people to adapt and to learn French.

Orientation 10

Pursue Québec's humanitarian commitment by receiving refugees and other people requiring international protection

For several decades, the Government of Québec has contributed to humanitarian efforts by receiving sponsored refugees and state-sponsored refugees. In 2015 and 2016, the special operation to receive Syrian refugees involved significant mobilization, a clear example of Québec's commitment to international humanitarian efforts.

There are many ongoing crises internationally and the need to receive refugees is considerable. The increased number of asylum seekers since summer 2017 could lead to an increase in the number of refugees who will be recognized in Canada in the next few years, depending on the decisions rendered by the Immigration and Refugee Board Canada.

In this context, the Government of Québec wishes to pursue its humanitarian commitment by receiving refugees and other people requiring international protection. Whether state sponsored, sponsored by an organization or group, or recognized in Canada following a request for asylum, individuals who are received contribute to Québec society, through their participation in the labour market and in different spheres of social life.

Projected admissions

The multiyear orientations proposed for the 2020-2022 period seek to better define the composition and characteristics of Québec immigration. The information and data available in April 2019 were used to translate these orientations into projected numbers of admissions, per immigration category. Table 2 shows the projected changes in immigration that should result, during the 2020-2022 period, from the implementation of the proposed orientations.

In an effort to respond to labour market needs, the increase in the number of people admitted is primarily projected in the economic immigration category, in particular under the skilled worker subcategory.

Table 2
Projected admissions for 2020-2022^a

	2020		2021		2022	
	Min.	Max.	Min.	Max.	Min.	Max.
Immigration économique	24 500	26 300	27 500	29 300	32 000	33 900
Travailleurs qualifiés	20 600	21 900	22 900	24 200	27 400	28 800
Gens d'affaires	3 300	3 600	4 000	4 300	4 000	4 300
Autres catégories économiques ¹	600	800	600	800	600	800
Regroupement familial	9 700	10 200	9 700	10 200	10 200	10 600
Réfugiés et personnes en situation semblable	6 900	7 500	6 900	7 500	6 900	7 500
Réfugiés sélectionnés à l'étranger ²	4 400	4 700	4 400	4 700	4 400	4 700
Réfugiés reconnus sur place ³	2 500	2 800	2 500	2 800	2 500	2 800
Autres immigrants ⁴	400	500	400	500	400	500
Ensemble de l'immigration	41 500	44 500	44 500	47 500	49 500	52 500
Part de la sélection québécoise ⁵	71%	71%	73%	73%	74%	74%
Part de l'immigration économique	59%	59%	62%	62%	65%	65%

a. Les nombres ont été arrondis à la centaine près; par conséquent, il est possible que les totaux ne correspondent pas exactement à la somme des éléments.

1. Comprend les aides familiaux et les autres immigrants de catégories économiques.
2. Comprend notamment les réfugiés pris en charge par l'État et les réfugiés parrainés.
3. Comprend leurs personnes à charge à l'étranger.
4. Comprend diverses catégories particulières d'immigrants admis pour des motifs humanitaires ou d'intérêt public.
5. Immigration économique, réfugiés sélectionnés à l'étranger et autres immigrants

Source : Ministère de l'Immigration, de la Diversité et de l'Inclusion.

Once adopted, the multiyear planning orientations will make it possible to establish annual immigration plans for the years 2020, 2021 and 2022. These plans will set out the number of immigrants Québec plans to receive and the number of selection decisions that can be rendered for immigrants wishing to permanently settle in Québec.

11. Conclusion

The public consultation on the *Québec Immigration Planning for the 2020-2022 Period* will be held at the end of summer 2019. The following proposed orientations will then be studied within the framework of a parliamentary commission.

1. Gradually increase the number of immigrants admitted over the course of the period to attain 49 500 to 52 500 people in 2022
2. Attain, by the end of the period, a proportion of people admitted in the economic immigration category of around 65%
3. Promote the permanent selection of foreign workers and foreign nationals with a Québec diploma who meet the needs of the labour market and are temporarily residing in the territory
4. Align selection with the short-term needs of the labour market, by selecting principal applicants who are skilled workers and have training that is in demand or have a validated employment offer
5. Accelerate the arrival of immigrants in the economic immigration category in order to respond more efficiently to Québec's needs
6. Support employers in all regions of Québec in their efforts to recruit temporary foreign workers, in order to increase the number of these workers, to reduce wait times before their arrival and to facilitate procedures for responding to short-term labour needs
7. Promote the selection of immigrants who know the democratic values and Québec values expressed in Québec's Charter of Human Rights and Freedoms
8. Target the admission of adult immigrants with knowledge of French by expanding access to government francization services
9. Encourage the permanent immigration of young people, in order to respond to Québec's demographic challenges
10. Pursue Québec's humanitarian commitment by receiving refugees and other people requiring international protection

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