

WORKFORCE & IMMIGRATION

The Whistler Chamber of Commerce recognises that resort and rural communities face unique labour market conditions and often rely on international workers when local workers are not available. Tailored solutions are required to ensure these communities can continue to thrive economically and socially.

Canada must strengthen long-term workforce capacity through expanded permanent immigration pathways for workers who wish to settle and contribute long term. In the short term, recent federal temporary measures for rural employers are welcomed to help retain existing employees and support businesses while longer-term reforms are developed.

Current temporary programs require modernization to improve efficiency, transparency, worker protections, and alignment with regional workforce needs. Parallel investment is required to improve worker supports and address key barriers to employment, including childcare, housing, and transportation.



We urge all levels of government to work collaboratively with communities to:

1



Strengthen Permanent Immigration Pathways for Rural and Resort Communities

Expand and improve permanent residency pathways for tourism and hospitality workers in rural communities. This includes increasing BC's Provincial Nominee Program allocation, restoring accessible entry-level and semi-skilled Skills Immigration streams, and expanding rural models such as the Rural Community Immigration Pilot (RCIP) and Regional Economic Development through Immigration (REDI).

2



Modernize Temporary Workers Programs

The Temporary Foreign Worker Program needs to be strengthened and modernized to better reflect rural and resort realities, improve worker protections and ensure transparent processes for employers. Maintain federal measures that support retention of existing workers. Expand International Experience Canada allocations, including additional participants through Recognized Organizations to help keep existing workers in Canada, support open work permits and strengthen workforce stability.

3



Increase Investment in Settlement and Migrant Worker Supports

Expand funding for settlement services to ensure workers and families can access vital services, programs and community integration supports throughout their settlement journey.

4



Address Housing and Core Workforce Barriers

Access to attainable, dignified and secure housing for employees must remain a shared priority across all levels of government. Improve access to childcare and transportation, recognising these as essential components of workforce stability and community resilience.

5



Promote Inclusive and Equitable Workplaces

Support broader adoption of Whistler's Workplace Inclusion Charter to strengthen fair treatment, cultural inclusion, safety and employee wellbeing, alongside education and accountability measures.

6



Consultations with employers, workers and industry associations

Ensure ongoing engagement with communities including employers, workers, local government and industry associations to ensure the effective implementation of immigration and workforce policy.

