

Minister
of Immigration,
Refugees and Citizenship



Ministre
de l'Immigration,
des Réfugiés et de la Citoyenneté

Ottawa, Canada K1A 1L1

Sofia Elgueta
President
Alberta Teachers of English as a Second Language
president@atesl.ca

2024-01317386

Dear Sofia Elgueta et al.:

Thank you for your correspondence regarding wages and working conditions for English as an Additional Language (EAL) teachers across Canada. I apologize for the delay in responding to you.

Through Immigration, Refugees, and Citizenship Canada (IRCC), the Government of Canada offers a range of settlement and resettlement services to help newcomers successfully integrate and build a life in Canada. IRCC relies on a large network of settlement service provider organizations to deliver quality services that will impact the lives of newcomers and assist them in their settlement goals. Over 200 of these funded organizations offer language training services, providing important opportunities to improve official language skills, better understand life in Canada, and establish connections within their communities and to the labour market.

IRCC values the expertise that EAL instructors bring to Canada's world-class settlement services and strives to ensure funded organizations are adequately supported to provide optimal working conditions for their employees. This is done by contributing to wage and/or salary costs, funding professional development activities, and supporting the development and maintenance of resources and tools in the EAL sector. Standardized departmental guidance and instructions exist to ensure agreements are managed consistently, transparently, and fairly. A series of principles and criteria are followed when negotiating contributions towards salary/wage costs, which include allowing organizations as employers in their own right to determine their HR and compensation structures, as IRCC is not the employer. Before finalizing negotiations, IRCC conducts a review based on labour market rates for occupations in the same geographic area.

Canada

IRCC grounds its policies in evidence and has carried out past research into sectoral compensation. A national sector compensation review is underway for IRCC-funded recipients, which will support the Department in incorporating consistent and equitable approaches across the country when determining IRCC's contribution towards salary/wage costs, as a means to ensure policies remain relevant and continue to support flexible service delivery in all regions of Canada.

The recently closed Settlement and Resettlement Call for Proposals (CFP) asked for innovative ideas, models, partnerships, and service delivery improvements to help move forward the entire settlement sector and align it with the current context, realities, and demands. Organizations of all types were encouraged to apply, and successful candidates will be called upon to negotiate new contribution agreements. An important component of these negotiations will include fair wages and salaries for all settlement organizations in line with similar jobs in the local labour market.

IRCC appreciates the input from your associations and the concerns raised. IRCC's approach to funding and supporting positions within the settlement sector is guided by a range of principles, criteria, and measures designed to ensure the effectiveness, sustainability, and inclusivity of the Department's programs. These considerations extend beyond individual associations or groups and are aimed at benefiting the entire sector and the communities it serves.

Thank you for expressing your concerns. I trust that this information is helpful.

Yours sincerely,

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the left.

The Honourable Marc Miller, P.C., M.P.
Minister of Immigration, Refugees and Citizenship