

INTRODUCTION:

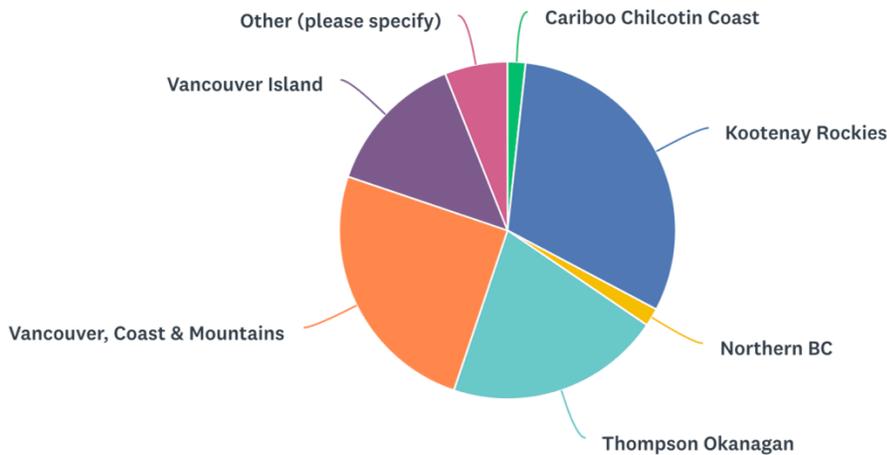
The survey was distributed to TIABC members, stakeholders and newsletter readership in response to the Federal government’s recently announced changes to the Temporary Foreign Worker Program (TFW) and the subsequent response from the Provincial Government. The survey was initially distributed on March 19th via Constant Contact, and again through the regularly scheduled newsletter of March 20th as well as distributed through the TIABC social channels and supporting industry stakeholders through their various communication channels. The survey closed on March 25th.

The purpose was to gather timely feedback on the potential impacts to the tourism and hospitality sector, understand emerging concerns, and help inform advocacy efforts and communication with government partners. There were 116 respondents to the survey.

1. Total Number of Respondents: 116*

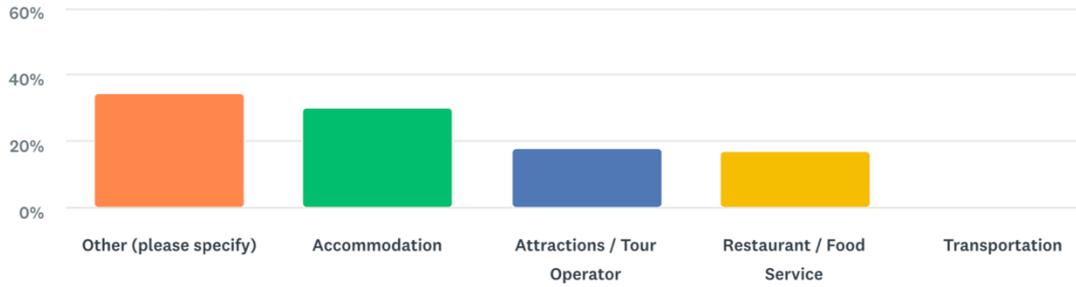
*** Some respondents represented multiple sectors and operated in multiple locations across BC.**

2. Which region of the province is your primary business or operation located?



Cariboo Chilcotin Coast	2	Thompson Okanagan	24
Kootenay Rockies	36	Vancouver, Coast & Mountains	30
Northern BC	2	Vancouver Island	16
		*Multiple Locations/BC	6

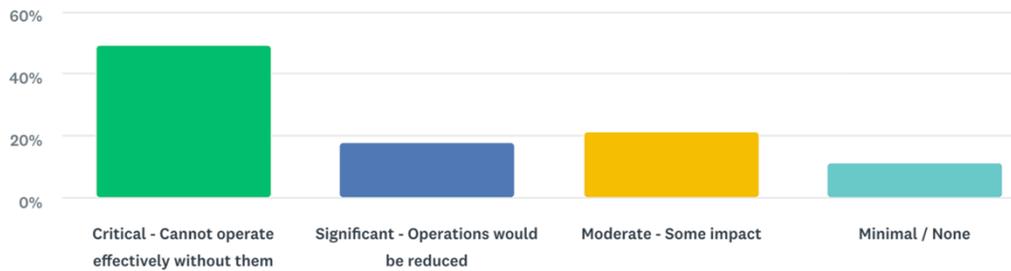
3. Which sector best describes your business type?



Accommodation	36	Other: (40 responses)	
Attractions / Tour Operator	21	Agriculture	12
Restaurants / Food Service	20	Winery/Vineyard	9
Other	40	Recreation	4
Transportation	0	DMO	3
		Retail	2
		Adventure Tourism	5
		Education/Training	3
		Visitor Services	1
		Construction/Development	1

4. RELIANCE ON TFW WORKFORCE:

How essential are Temporary Foreign Workers to your current operations?

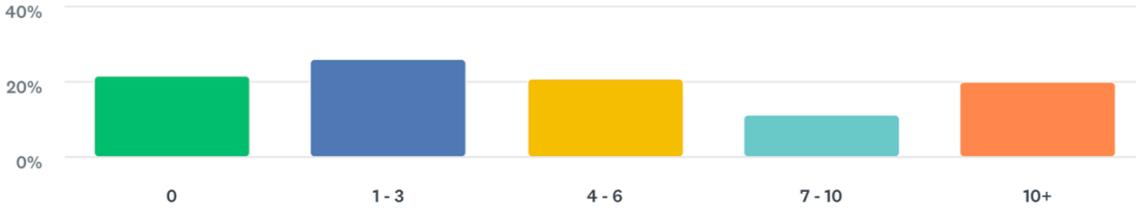


Critical – cannot operate effectively without them	49%
Significant – operations would be reduced	18%
Moderate – some impact	22%
Minimal – None	11%

Significantly or Critical to Operations 67%

5. IMMEDIATE WORKFORCE RISK:

How many employees at your business are at risk of losing work authorization in 2026?

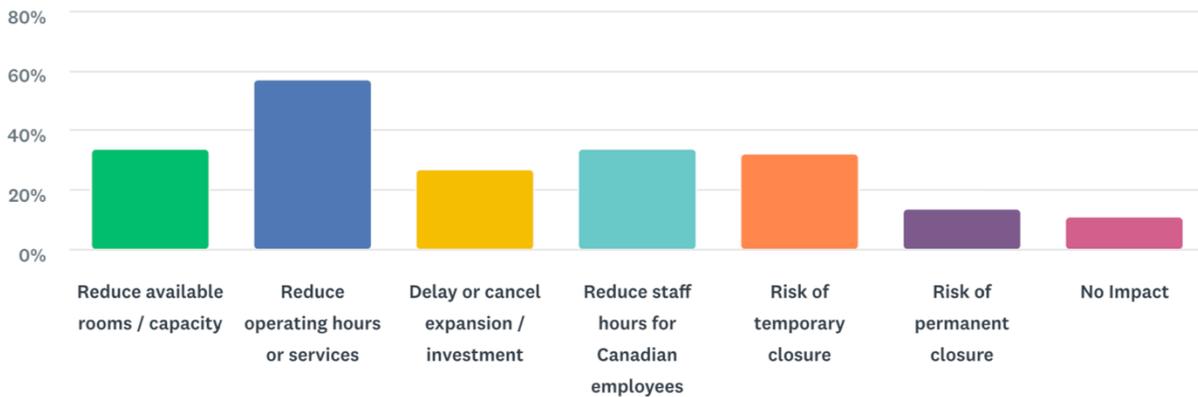


0	22%
1-3	26%
4-6	21%
7-10	11%
10+	20%

Total at Risk of Losing Employees 78%

6. OPERATIONAL IMPACT:

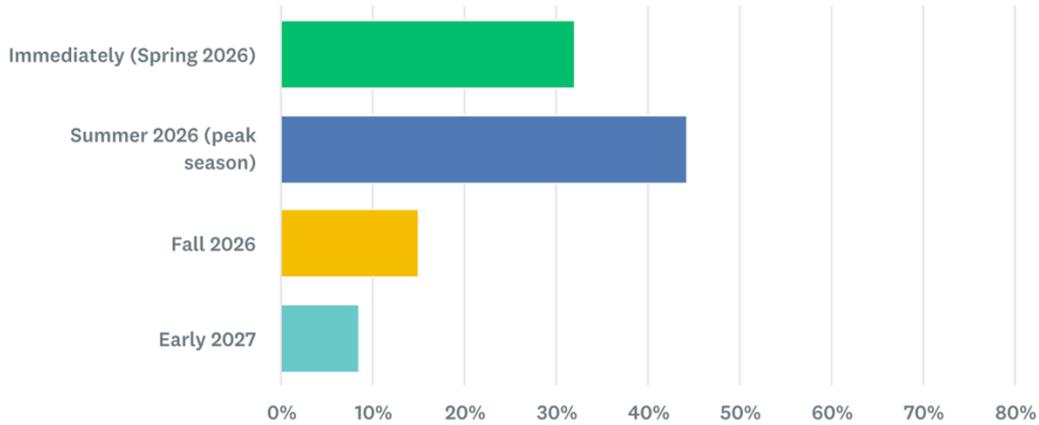
If the Province does NOT opt into the federal TFW extension, what impacts do you expect? (Select all that apply).



Reduce available rooms / capacity	34%
Reduce operating hours or services	57%
Delay or cancel expansion / investment	27%
Reduce staff hours for Canadian employees	34%
Risk of temporary closure	32%
Risk of permanent closure	14%
No Impact	11%

7. TIMING OF IMPACT:

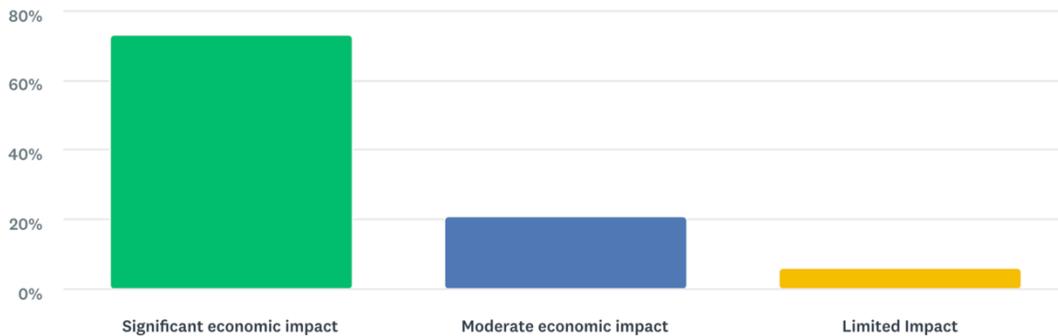
When would these impacts begin? (Note: there were only 83 of total 92 respondents who answered this question).



Immediately (Spring 2026)	32%
Summer 2026 (peak season)	44%
Fall 2026	15%
Early 2027	9%

8. COMMUNITY IMPACT:

How would workforce shortages impact your community?



Significant economic impact	73%
Moderate economic impact	21%
Limited impact	6%

9. If you are willing, please share a brief comment on how this will impact your business or community.

Responses below are presented verbatim:

1. *TFW's are an integral part of the business plan. Without their assistance, we would not be able to operate as an economically viable business, due to labour shortages in the area. This would put the future of the business at risk.*
2. *At our business, lost revenue as we can't sell resort rooms because not enough staff available locally to fill housekeeping job vacancies. We've already reduced service to guests but that's not enough. our restaurant will have to limit hours as can't be open full time without kitchen job vacancies filled. this impacts our community which relies heavily on tourism - rooms left empty equals less visitors equals less tourism dollars for businesses that support hospitality sector. Our community is elderly/senior-heavy...not enough workers to fill job vacancies in Parksville, BC. we need the Temporary Foreign Worker Program to keep hospitality & tourism businesses running!*
3. *Rural communities of populations under 50,000 with limited youth and population need permanent TFW support*
4. *We would not be able to fill the work force shortage.*
5. *We need 4 people full time which is very hard to find local.*
6. *The agriculture sector is being slaughtered by rising costs related to inputs, fuel, fertilizer, rising minimum wage, rising housing costs for workers, lack of proper investment from the BC government (lowest in Canada out of any other province), taxes and a shortage of domestic labor. We are already bleeding dry and are taking on more debt to stay in operation. If we loose TFW in the agriculture industry we will be ceasing operations and our Province will lose another local food supplier. Please do not continue to make BC farmers suffer from poor decisions from government.*
7. *I would just like to make known, in broad strokes, the importance of TFW access is to rural communities and seasonally variable (agriculture/tourism) industries. Thanks*
8. *This will have minimal impact on our business as we often only employ 1-3 temporary foreign workers seasonally for the summer, but we recognize the larger impact it will have on tourism across the region on the whole, which has an effect on us all.*
9. *Operating in a rural area makes it extremely challenging for employers to hire staff. Small and medium-sized local businesses need reliable employees at an affordable rate. Although local workers are valuable, their expectations can be too high and, at times, unrealistic.*
10. *I mainly use students on work visas for the season and not temporary workers. The community relies on them and it would be a huge impact not to have people especially in our essential businesses.*
11. *We hope that these people are on a path to to residency our citizenship. And we still put hope in the notion that they should be very thankful that they're here and the better off. They do the better off we doing in the long term. Otherwise we don't want any trouble..*
12. *We are a locals place and if we have to reduce our hours, our community would be devastated*
13. *without foreign workers the vineyard work doesn't get done. then we cannot grow grapes and produce wine. for 2026, it seems that we have had authorization to have our 12 foreign workers for the period of march 20th 2026 to october 31st 2026*
14. *Our business involves farming and food service (restaurant) with out TFW's we cannot operate the farm, the restaurant cannot operate at current levels without continued support of foreign workers. Canada simply does not produce enough skilled chefs to meet the demand causing more*

restaurants to close. In cities like Kelowna where tourism causes massive seasonal fluctuations in staffing needs makes it even more difficult to survive without foreign workers.

- 15. We have used Seasonal Agricultural workers for 15 years. Every year, we are required to advertise on multiple platforms to recruit Canadian workers and I never get a response, or if I do, it's someone applying just to show unemployment insurance that they were trying but they aren't. I have interviewed Canadian workers and they say the outside work is too difficult, they don't have a car to get to our work establishment or they can't stand for long periods of time. Honestly, if we lose the ability to bring in seasonal ag workers there are a lot of farmers who will not be able to bring food to the table/grocery stores. Time for Eby to wake up or step down*
- 16. We are in the winery sector. Our vineyards are located in more remote locations where it would be difficult if not impossible for Canadians to find living accommodations near the vineyards if we could find Canadians willing to do the work that TFW are doing and have been doing for decades. With no one to work in the vineyards or a reduced number who can, we would be producing less wine, therefore laying off production staff (Canadians), laying off Canadians that work in our tasting room, laying off Canadians who are servers, cooks, dishwashers, hosts, bartenders, managers, laying off Canadians who are Sales people., This is employees under our roof, not to mention the trickle down to all those that purchase our goods in other restaurants and retail stores throughout the province... to be continued*
- 17. The utilization of TFW in key areas such as Housekeeping and Culinary have enabled our resort to stabilize our workforce and ensure job security for many Canadians following labour shortages in the industry coming out of the pandemic. The employees we have currently on temporary working documents have been with us going on 4 years, they are key contributors to the business in roles where we cannot source Canadian candidates. Prior to their arrival our resort was capped at 60% occupancy due to staffing shortages, which negatively impacts job security and hours for many Canadians, as well as having significant economic impacts on our community with the reduction of guests. Many of our TFW's here wish to build a life in Canada and have become meaningful members of our community. We wish to support them to stay in Canada and pursue PR, and having eligibility to renew their permits while they seek those options is very important. Thank you for taking the time to receive and consider our feedback.*
- 18. We are a 400+ room, 4 * premium hotel in Whistler. We have 280 full time associates of which we rely heavily on those on work visas and open work permits to run our business. We invested in the LMIA program for hard to fill jobs in housekeeping and culinary. Over the past two years we have had the strongest and most sustainable workforce we have ever had. Our LMIA's are part of our family and we say goodbye and thank you to the last of them in 2026. They have enriched our culture and business and will be greatly missed. The message from them is it has been an experience of a lifetime and thankful for the opportunity and learning experience. The federal government announcing the temporary flexibility for rural communities to increase their cap is a small step forward and we need BC to get behind this. Our industry needs foreign workers to survive and with the reduction of open work permits from Australia, and the changes to the LMIA program reducing to 1 year from 2 years, Whistler will not be able to staff their businesses. The cost and time to invest in LMIA's is huge but without this program we are faced with constant shortages and turnover in key areas of operation. I've recruited in Whistler for 28 years and travelled all over Canada to find Canadians to do these jobs, worked with schools across Canada to provide placements and these efforts simply don't meet our business needs. We are an international resort town and our diverse and international workforce is what makes this such a special place to work, live and visit. Looking ahead we are very concerned about the future and so should our government. Whistler generates up to \$500 million CAD in total tax revenue annually and without a strong workforce will have devastating effects for everyone.*

19. *TFW are essential to small towns like Golden, we simply can not operate with out them. We try our best to hire Canadians, and would much prefer that- but unfortunately, that is not realistic and most Canadian workers do not want to do jobs like housekeeping. Small town businesses will all crumble if we loose foreign workers*
20. *We are in a period of rapid growth. Losing this will greatly affect our growth.*
21. *Tourism is reliant on TFW programs, particularly for entry level positions.*
22. *Whistler and other resort communities have very unique employment challenges that are not being accommodated by current regulations. It is a desperate situation, that Canadian workers cannot or are not interested in employment in the roles required to be filled, or in the locations of those employment positions.*
23. *Workforce availability is already one of the biggest constraints on our ability to operate at full capacity in Whistler. Temporary Foreign Workers are a critical part of our team, particularly in housekeeping and operations roles that are extremely difficult to recruit locally due to housing and labour shortages. Without continued access to this workforce, we would be forced to reduce available rooms and limit our operations during peak periods, directly impacting tourism revenue, local employment, and the guest experience in the resort. This would not only affect our business, but also the wider Whistler economy which relies heavily on tourism.*
24. *For the food and Bev industry it is imperative to receive support with immigration as a resort community we are struggling to fill jobs and stay open*
25. *We have already experienced difficulties with losing key employees in supervisory or leadership roles (as well as entry operating roles like housekeeping, kitchen or front office). This has impacted our internal operations due to requiring intense recruitment efforts. Our small island community does not have the population to support our resort, a large percentage of our staff travel from neighbouring communities and commute. When we're short on staff, rooms must be taken out of order, restaurant hours shortened or sections closed off.*
26. *Even though it does not directly impact my business , it will affect other Whistler hotels. The overall lack of labour will eventually impact my ability to recruit.*
27. *Skilled outdoor professionals often are TFW and are critical for tourism in the Fraser Canyon*
28. *The changes to the Temporary Foreign Worker program since 2024 have created significant operational uncertainty for our business. Across our 7+ food and beverage locations, we are at real risk of losing between five and eight experienced team members over the next year—people who are not only critical to our day-to-day operations, but who have become integral contributors to our workplace culture and the broader community. The recent announcements last week have provided a renewed sense of hope, both for employers and for the workers themselves. These individuals are deeply invested in their roles and in Canada, and any pathway that supports their continued participation is essential to maintaining stability, service levels, and long-term growth in our sector and prosperity to BC and Canada.*
29. *The anticipated reduction in access to the Temporary Foreign Worker program—combined with uncertainty beyond 2027—poses a significant risk to the Whistler community by exacerbating already critical labour shortages across the hospitality sector. As experienced workers lose status and are forced to leave, hotels and other tourism businesses will face reduced operating capacity, directly impacting service levels, guest experience, and overall destination competitiveness. This will have a ripple effect on the local economy, including reduced visitor spending, increased pressure on remaining staff, and diminished ability for businesses to sustain year-round operations. Additionally, the loss of established workers and their families will disrupt community stability, school enrolment, and social cohesion, further challenging Whistler’s ability to function as a vibrant and resilient resort municipality.*

30. *Loss of the TFW program to supplement hiring in a resort town such as Whistler will dramatically impact the pool of available staff for all businesses in the resort. While my company does not currently hire staff through the TFW program, many other larger businesses do. If they are limited to hiring only those on working holiday visas to help fill their staffing needs it reduces the pool of available talent left to lower paying and smaller businesses impacting staffing or profitability for those businesses. The resort does not have a supply of Canadian workers to fill all of the positions required in any given season due to the barriers to entry for Canadian workers moving to resort towns.*
31. *Reduction in ability to fill housekeeping roles in hotels across Whistler.*
32. *We spend a lot more time recruiting and training and very few team members who stay long term because of this. So we struggle to find good staff for peak periods. Operations still run, but a lot more difficult.*
33. *We cannot operate our businesses correctly, we are constantly short staffed with skilled labour. We put extra burden on those who are employed and risk loss of employees due to overburdened schedules. Whistler is a very large F&B tourism economic driver, it needs to be treated as one, respected as one and given quick, simple options for TFW programmes and access. The owners of these businesses are constantly at whits end with red tape, costs and difficulty finding employees who can work at our standards of world class tourism. Eroding the small businesses with these challenges leads to impacts on guest expereince and overall will hurt BC's tourism economy. Service is PARAMOUNT to our success, give us the tools to do so. Increase the CAP rate to 25% for LMIA's so we can effectively bring in (AT OUT COST) employees who are qualified, who are looking for meaningful and gainful employment in our tourism destination resort. Allow us special access and accelerated BCPNP for Cooks, Bartenders and FOH Managers. This process is very long and nearly impossible to forecast from a labour standpoint. We need ease of access and ability to bring workers in quickly.*
34. *We had been planning to use the TFW Program to supplement our Canadian staff this summer peak season. We're not certain we will be able to operate at capacity without it.*
35. *In many different sectors the Okanagan region would be impacted. Wineries, fruit growers, and farms all rely on temporary foreign workers for the operations. The impact it has on them will significantly impact the tourism sector in the region.*
36. *It doesn't directly impact our business but would impact businesses in our area.*
37. *In food services in the Vancouver region, we are already facing a mass shortage of qualified workers - chefs, cooks, servers, bartenders etc. And, the wages being demanded are sky rocketing. With even less availability of good staff, wages go higher, prices go higher for clients and all other associated spin off expenses rise as well. It makes no sense especially when our population declined for the first time ever?*
38. *decline in quality; more overtime for current employees and managers; burnout risk; reduction in service to customers; safety*
39. *The workforce of the community will go down significantly. Though it would have alimited impact on my business.*
40. *the largest concern for us is the youth visa from Australia and UK*
41. *The impact to BC's ski sector relates to high impact skilled. The TFW streams are used for specialised positions including trades, senior instructors, chefs, and mountain safety (eg: avalanche) technicians. These are all specialised positions in which there are not enough Canadians to fill them. The impact of not having these positions translate to reduced revenue and services. The services are important to BC's competitiveness to offering culinary experiences and high end ski experiences to a global high-yield market. To clarify, TFW programmes are not*

used to fill junior positions. In certain, circumstances, TFW is used for remote ski facilities with accommodation.

- 42. We rely on local applicants for work who have residences in our area, but the availability of workers and applicants, particularly in the last 2 years has diminished significantly. We have employed two 'foreign workers' with work permits who are applying for residency. However, their husbands may be transferred out of Province. We can foresee having to rely more on foreign workers if the trend in our area of fewer Canadian workers continues.*
- 43. When a restaurant business receives only ONE resume in the last 3 months for a line cook position which is advertised in many locations, I'm not sure where else to turn to find help. We then run the risk of business interruptions for all current staff*
- 44. The federal announcement is on target and BC needs to follow through with it or many small rural communities will suffer— tourism and well beyond. The tourism season(s) enable small businesses to make the income they need to survive and support locals during the low season(s)!*
- 45. This will kill our staff with burnout. We will have to refund guests that are already booked for the summer as we will not be able to offer the full service product they are used too. The cost of this could be up to 20% of our revenue.*
- 46. As a tourism program, the government has removed student workers from a post secondary and TFW - leaving a gap. The TFW program is not a solution, restoring post secondary programming in a revised way is the way forward. We are not just looking for bodies, we are looking for a high level of service management, this will not be achieved with the TFW program.*
- 47. With the great reduction in international student numbers - a group that is a reliable seasonal workforce for tourism - there is a serious risk of understaffing in tourism and hospitality this summer.*
- 48. We are a seasonal business that requires high skill employees. These positions are often filled by TFW's as there is a shortage of qualified Canadian workers*
- 49. We are an agricultural province and need temporary workers during peak season*
- 50. We live in a small community with one of the highest retiree rates in BC and Canada. Our very small population is mostly citizens who are no longer working. We also have limited transportation options to near by towns. We are the largest employer in our community and without our tfw we will be forced to limit operations affecting Canadian workers and our communities. We are also extremely active in our community physically and financially and we will have to withdraw those resources as well due to a decline in revenue from operations restrictions with limited staff.*
- 51. This would affect our staffing and other transportation companies staffing as well. We currently have six staff members awaiting work permit renewals in Kelowna alone which would attribute to roughly 20% of our staffing in Kelowna. This is a similar case to many of our locations around the province as well.*
- 52. As a rural accommodation business in Fernie, access to Temporary Foreign Workers remains important to maintaining stable operations, especially during peak tourism periods when local labour supply is limited. Without workforce continuity, room availability may need to be reduced, which directly affects visitor capacity, local tourism spending, and support for surrounding businesses such as restaurants, shops, and service providers. In small communities, labour shortages extend beyond one business and can impact the overall visitor experience and local economy.*
- 53. Hosting and catering events in our community allows us to share the flavors and traditions of Indian cuisine while supporting local gatherings. It helps our business grow by connecting with*

new customers and building lasting relationships, and it contributes to Fernie's vibrant culinary scene by offering diverse, high-quality dining experiences

54. *Without TFW employee, it is impossible to Run the business, we want to expand and renovate our hotel but due to lake of employee we are dropping this plan and keep extending*
55. *In Fernie our town will not be able to accommodate our tourism this summer without our Foreign Workers they are our back bone , without them we will struggle and potentially to close many stores , restaurants accommodations etc With out the foreign worker we will not be able to accommodate the very day demands put on our business let alone the tourism demans*
56. *Without the federal TFW extension, our business may experience staffing challenges, particularly in specialized and seasonal roles that are difficult to fill locally. While we anticipate being able to maintain full room availability, we may need to adjust operating hours or limit certain services to ensure quality standards are met. Some local employees have expressed interest in working with us, but the overall availability depends on the local workforce, which is limited. Staff scheduling may require flexibility, which could impact workload distribution and employee availability. Overall, the inability to access temporary foreign workers could strain our operations, affect service efficiency, and increase pressure on our local workforce, potentially impacting guest experience and overall business performance within the community.*
57. *Losing temporary foreign workers can have a significant impact on both businesses and the broader community. Many hospitality industries ,—rely on these workers to fill labour shortages, so their absence can lead to reduced productivity, service delays, and increased operating costs. Businesses may struggle to maintain normal operations, which can ultimately affect customer experience and revenue. In the community, this can slow economic growth, reduce availability of services, and place additional pressure on the local workforce.*
58. *This will greatly impact my businss. We have no canadians apply for these jobs. We would have to decrease hours and maybe shut down a day a week. Effecting revenues, taxes to province and feds. We would like to keep the TFW we have in place that have also made our town their home. They have invested and contributed to our community.*
59. *We will require to close for 2 days/week , or limit ours for up to 4 hrs less daily. We have already lost one worker , and will loose 1 more in the next month and a third one 4 months from now. If I am not able to extend their work permits, I will face to close, we have had ads out looking for staff continually for the last 6 month, a few hires has come and gone, moving on to the coast, others really on the verge to quitting due to the pre assure labor shortage is putting on them, and the ongoing continuing training for new staff.*
60. *While I do not have any TFW working for me, my business relies on Whistler being a thriving tourist destination and a shortage of workers negatively impacts the Whistler tourist experience and can lower future tourist visits. There are many unintended consequences that could trickle down from this decision. Tourism is a very important industry in British Columbia.*
61. *The impact would be significant on our chamber members and local businesses as we are a rural resort municipality here in Fernie, BC. our businesses rely heavily on TFW for hospitality and tourism.*

62. *We struggled for years before we started using foreign workers. Since we have used the foreign worker program our business has grown significantly. From \$400,000.00 in yearly (2010) sales to 3 million (2025). We have been able to invest in new property and grow our business. Having a reliable dedicated work force made this possible. Fernie is a better stronger place due the foreign worker program and without it we will suffer.*
63. *Effective our ability for great customer service, we can no longer reduce our hours as we are a franchise. Increased stress on the staff. We are planning on retiring in a couple years unable to continue to work 6 - 7 days per week as owners.*
64. *Our community does not have enough Canadians applying for jobs to fill the positions that we need to run our important amenities*
65. *TFW's are an integral part of the business plan. Without their assistance, we would not be able to operate as an economically viable business, due to labour shortages in the area. This would put the future of the business at risk.*