Express Entry: High-Wage Occupations & New CRS Points

New **Labour Market Integration (LMI)** factor • In effect **November 3, 2026** • Announced by IRCC on October 16, 2026 • 186 eligible NOC codes in three wage levels

Key points

- The LMI factor is worth up to **150 points** (**140** with an accompanying spouse or common-law partner). IRCC scores it as the **higher** of (A) Canadian work experience or (B) a qualifying job offer. **The two never stack.**
- **186** NOC codes are high-wage: **31** at 2.0×, **89** at 1.5× and **66** at 1.3× the average median wage of the Canadian workforce.
- The level comes from the **NOC's national median wage**, not from the candidate's own salary.
- No **LMIA** is needed for a job offer to count for program eligibility or CRS points. Holding an LMIA gives no extra points.
- IRCC said candidates who want job offer points must update their profiles with the required information **before November 3, 2026**. From November 3, invitation rounds pause for up to two weeks while IRCC recalculates every score.

1. Points at a glance, by wage level

Level	Occupation median wage	Approx. minimum median wage*	Job offer points	Cdn experience bonus (12+ months)	Max LMI via experience single / with spouse	NOCs
Level 1	At least **2.0×** the average median wage	$61.54/hr ~$128,000/yr	**100**	**+70**	**150 / 140**	31
Level 2	At least **1.5×** but under 2.0×	$46.16/hr ~$96,000/yr	**70**	**+40**	**120 / 110**	89
Level 3	At least **1.3×** but under 1.5×	$40.00/hr ~$83,200/yr	**50**	**+20**	**100 / 90**	66
Not high-wage	Under 1.3×	—	0	0	80 / 70	—

"Max LMI via experience" assumes 5+ years of Canadian work experience (80 single / 70 with spouse) plus the level's bonus. *Dollar figures are estimates; see section 2.

2. The median wage benchmark

IRCC treats a job as high-wage if the median wage of everyone in Canada working in that NOC is at least 1.3 times the **average median wage of the overall Canadian workforce**. It uses Job Bank, Labour Force Survey and Census data from the last three years (**2023 to 2025** for the first list). Each NOC is placed at the highest level its median wage reached in that period.

IRCC has not published the dollar benchmark. As an unofficial estimate only, we use **$30.77 per hour**, Statistics Canada's 2025 Labour Force Survey national median hourly wage. IRCC has not confirmed this figure. Applying the multipliers gives:

Benchmark	Multiple	Hourly (est.)	Annual at 40 hrs/week (est.)
Average median wage, Canadian workforce	1.0×	$30.77	~$64,000
Level 3 threshold	1.3×	**$40.00**	**~$83,200**
Level 2 threshold	1.5×	**$46.16**	**~$96,000**
Level 1 threshold	2.0×	**$61.54**	**~$128,000**

For orientation only. Eligibility is decided by the NOC's place on IRCC's published list, not by these dollar figures or by what a particular employer pays. Annual figures = hourly × 2,080 hours, rounded.

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3. How the LMI score is calculated

Option A, Canadian work experience = work-length points + high-wage bonus. **Option B, qualifying job offer** = job offer points. IRCC awards whichever is higher.

A1. Work-length points (unchanged)

Canadian work experience	With spouse (max 70)	Without spouse (max 80)
None or under 1 year	0	0
1 year	35	40
2 years	46	53
3 years	56	64
4 years	63	72
5 years or more	70	80

Any TEER 0–3 Canadian experience. Existing eligibility rules continue.

A2. High-wage experience bonus (new)

High-wage bonus (added to work length)	Points
12+ months at **2.0×** (Level 1)	**70**
Otherwise, 12+ months combined at **1.5×** or higher	**40**
Otherwise, 12+ months combined at **1.3×** or higher	**20**
Under 12 months in high-wage jobs	0

B. Job offer points (reintroduced)

Job offer (Option B)	Points
Level 1 occupation (2.0×)	**100**
Level 2 occupation (1.5×)	**70**
Level 3 occupation (1.3×)	**50**
Not a high-wage occupation	0

Total Option A score by years of Canadian experience and wage level

	WITHOUT spouse / partner				WITH accompanying spouse / partner			
Years	**Not HW**	**1.3×**	**1.5×**	**2.0×**	**Not HW**	**1.3×**	**1.5×**	**2.0×**
1	40	60	80	110	35	55	75	105
2	53	73	93	123	46	66	86	116
3	64	84	104	134	56	76	96	126
4	72	92	112	142	63	83	103	133
5+	80	100	120	150	70	90	110	140

A level's bonus applies only if at least 12 months (1,560 hours) of the experience is in occupations at that level or higher. Compare the result with the job offer points (100 / 70 / 50); IRCC uses the higher number.

Worked examples (either/or rule)

Candidate	Option A: experience	Option B: offer	LMI score
Single, 3 yrs as software engineer (21231, Level 2), no offer	64 + 40 = 104	0	**104**
Single, 1 yr as RN (31301, Level 2) + RN offer (Level 2)	40 + 40 = 80	70	**80**
Single, 2 yrs as cook (63200, not HW) + construction manager offer (70010, Level 2)	53	70	**70**
With spouse, 5+ yrs as truck driver (73300, not HW) + Level 1 offer	70	100	**100**

In the last example the offer adds only 30 net points, because the 70 work-length points are replaced, not topped up.

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4. Job offer and LMIA rules from November 3, 2026

- **Valid offer:** in writing, from a Canadian employer, full-time (30+ hours a week), continuous and non-seasonal, for at least one year after the candidate becomes a permanent resident. Specific requirements still apply to skilled trades and to physicians. CRS points are given only if the NOC is on the high-wage list.
- **No LMIA required** for program eligibility or CRS points. An LMIA gives no extra points or priority. The offer can be for a new or existing position, with a new or current employer.
- **Genuineness is checked at the PR application stage:** the employer's business activity, ability to fulfil the offer and compliance with employment laws, and the applicant's qualifications and likelihood of accepting and doing the job. Revoked offers do not qualify.
- **FSW / FST eligibility:** a valid offer in any TEER 0–3 job can still help meet program eligibility, even if it is not high-wage. It earns CRS points only if it is high-wage. A temporary public policy exempts candidates invited on or after November 3 from LMIA requirements for qualifying FSW and FST offers.
- **Profile workaround:** the online profile has not been updated yet. For an LMIA-free offer, IRCC says to answer "Yes" to a positive LMIA under *Work history* and enter its placeholder values (LMIA number 00000; issued 2026-01-01; expiry 2029-01-01). Confirm on IRCC's page before entering.
- **List changes:** if the list changes after an ITA is issued, the level that applied on the invitation date is kept.

5. Canadian experience rules for the high-wage bonus

- Needs at least **12 months (1,560 hours)** in eligible high-wage occupations. It can be non-continuous, full-time or the part-time equivalent, and combined across more than one job. Concurrent jobs count only up to the full-time equivalent (30 hours a week).
- Experience already in a profile is **recalculated automatically**. For job offer points, IRCC said profiles had to be updated before November 3.
- Skills transferability points for Canadian experience follow the existing rules. The high-wage requirement does not apply there.
- The NOC code on each work-history entry now decides the bonus. For example, 72201 Industrial electricians is Level 3, but 72200 Electricians (except industrial and power system) is not on the list.

> Check every NOC code in your work history, and watch profile, language test and work permit expiry dates. IRCC has not said the recalculation pause extends any of them. At the time of writing IRCC had not published a fully updated CRS grid, so treat projected totals as estimates.

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6. Full list of high-wage occupations (186 NOCs)

As published by IRCC (page modified October 16, 2026), based on 2023–2025 wage data. TEER is the second digit of the NOC code.

Level 1: median wage at least 2.0× the average (31 occupations)

Job offer: 100 points • Canadian experience bonus: +70 • Approx. occupation median of $61.54/hr or more

#	NOC	Occupation (NOC 2021)	TEER
1	**00011**	Senior government managers and officials	0
2	**00012**	Senior managers - financial, communications and other business services	0
3	**00013**	Senior managers - health, education, social and community services and membership organizations	0
4	**10010**	Financial managers	0
5	**10011**	Human resources managers	0
6	**10012**	Purchasing managers	0
7	**10020**	Insurance, real estate and financial brokerage managers	0
8	**10021**	Banking, credit and other investment managers	0
9	**20010**	Engineering managers	0
10	**20011**	Architecture and science managers	0
11	**20012**	Computer and information systems managers	0
12	**21330**	Mining engineers	1
13	**21332**	Petroleum engineers	1
14	**31100**	Specialists in clinical and laboratory medicine	1
15	**31101**	Specialists in surgery	1
16	**31102**	General practitioners and family physicians	1
17	**31103**	Veterinarians	1
18	**31302**	Nurse practitioners	1
19	**31303**	Physician assistants, midwives and allied health professionals	1
20	**40010**	Government managers - health and social policy development and program administration	0
21	**40011**	Government managers - economic analysis, policy development and program administration	0
22	**40012**	Government managers - education policy development and program administration	0
23	**40019**	Other managers in public administration	0
24	**40040**	Commissioned police officers and related occupations in public protection services	0
25	**40041**	Fire chiefs and senior firefighting officers	0
26	**41100**	Judges	1
27	**41101**	Lawyers and Quebec notaries	1
28	**41200**	University professors and lecturers	1
29	**60010**	Corporate sales managers	0
30	**80010**	Managers in natural resources production and fishing	0
31	**90011**	Utilities managers	0

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Level 2: median wage at least 1.5× but under 2.0× (89 occupations)

Job offer: 70 points • Canadian experience bonus: +40 • Approx. occupation median of $46.16 to $61.53/hr

#	NOC	Occupation (NOC 2021)	TEER
1	**00014**	Senior managers - trade, broadcasting and other services	0
2	**00015**	Senior managers - construction, transportation, production and utilities	0
3	**10019**	Other administrative services managers	0
4	**10022**	Advertising, marketing and public relations managers	0
5	**10029**	Other business services managers	0
6	**10030**	Telecommunication carriers managers	0
7	**11103**	Securities agents, investment dealers and brokers	1
8	**11201**	Professional occupations in business management consulting	1
9	**21100**	Physicists and astronomers	1
10	**21102**	Geoscientists and oceanographers	1
11	**21103**	Meteorologists and climatologists	1
12	**21109**	Other professional occupations in physical sciences	1
13	**21111**	Forestry professionals	1
14	**21120**	Public and environmental health and safety professionals	1
15	**21202**	Urban and land use planners	1
16	**21210**	Mathematicians, statisticians and actuaries	1
17	**21211**	Data scientists	1
18	**21220**	Cybersecurity specialists	1
19	**21221**	Business systems specialists	1
20	**21222**	Information systems specialists	1
21	**21223**	Database analysts and data administrators	1
22	**21230**	Computer systems developers and programmers	1
23	**21231**	Software engineers and designers	1
24	**21232**	Software developers and programmers	1
25	**21300**	Civil engineers	1
26	**21301**	Mechanical engineers	1
27	**21310**	Electrical and electronics engineers	1
28	**21311**	Computer engineers (except software engineers and designers)	1
29	**21320**	Chemical engineers	1
30	**21321**	Industrial and manufacturing engineers	1
31	**21322**	Metallurgical and materials engineers	1
32	**21331**	Geological engineers	1
33	**21390**	Aerospace engineers	1
34	**21399**	Other professional engineers	1
35	**22231**	Engineering inspectors and regulatory officers	2
36	**22312**	Industrial instrument technicians and mechanics	2
37	**30010**	Managers in health care	0
38	**31110**	Dentists	1
39	**31112**	Audiologists and speech-language pathologists	1
40	**31120**	Pharmacists	1
41	**31200**	Psychologists	1
42	**31202**	Physiotherapists	1
43	**31203**	Occupational therapists	1
44	**31300**	Nursing coordinators and supervisors	1

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#	NOC	Occupation (NOC 2021)	TEER
45	**31301**	Registered nurses and registered psychiatric nurses	1
46	**32111**	Dental hygienists and dental therapists	2
47	**40020**	Administrators - post-secondary education and vocational training	0
48	**40021**	School principals and administrators of elementary and secondary education	0
49	**40030**	Managers in social, community and correctional services	0
50	**40042**	Commissioned officers of the Canadian Armed Forces	0
51	**41210**	College and other vocational instructors	1
52	**41220**	Secondary school teachers	1
53	**41221**	Elementary school and kindergarten teachers	1
54	**41310**	Police investigators and other investigative occupations	1
55	**41311**	Probation and parole officers	1
56	**41320**	Educational counsellors	1
57	**41401**	Economists and economic policy researchers and analysts	1
58	**41402**	Business development officers and market researchers and analysts	1
59	**41404**	Health policy researchers, consultants and program officers	1
60	**41407**	Program officers unique to government	1
61	**42100**	Police officers (except commissioned)	2
62	**42101**	Firefighters	2
63	**50010**	Library, archive, museum and art gallery managers	0
64	**50011**	Managers - publishing, motion pictures, broadcasting and performing arts	0
65	**51100**	Librarians	1
66	**70010**	Construction managers	0
67	**70012**	Facility operation and maintenance managers	0
68	**70020**	Managers in transportation	0
69	**70021**	Postal and courier services managers	0
70	**72011**	Contractors and supervisors, electrical trades and telecommunications occupations	2
71	**72012**	Contractors and supervisors, pipefitting trades	2
72	**72023**	Supervisors, railway transport operations	2
73	**72103**	Boilermakers	2
74	**72202**	Power system electricians	2
75	**72203**	Electrical power line and cable workers	2
76	**72301**	Steamfitters, pipefitters and sprinkler system installers	2
77	**72406**	Elevator constructors and mechanics	2
78	**72600**	Air pilots, flight engineers and flying instructors	2
79	**72601**	Air traffic controllers and related occupations	2
80	**72604**	Railway traffic controllers and marine traffic regulators	2
81	**73310**	Railway and yard locomotive engineers	3
82	**82020**	Supervisors, mining and quarrying	2
83	**82021**	Contractors and supervisors, oil and gas drilling and services	2
84	**83101**	Oil and gas well drillers, servicers, testers and related workers	3
85	**90010**	Manufacturing managers	0
86	**92011**	Supervisors, petroleum, gas and chemical processing and utilities	2
87	**92100**	Power engineers and power systems operators	2
88	**93100**	Central control and process operators, mineral and metal processing	3
89	**93101**	Central control and process operators, petroleum, gas and chemical processing	3

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Level 3: median wage at least 1.3× but under 1.5× (66 occupations)

Job offer: 50 points • Canadian experience bonus: +20 • Approx. occupation median of $40.00 to $46.15/hr

#	NOC	Occupation (NOC 2021)	TEER
1	**00010**	Legislators	0
2	**11100**	Financial auditors and accountants	1
3	**11101**	Financial and investment analysts	1
4	**11102**	Financial advisors	1
5	**11109**	Other financial officers	1
6	**11200**	Human resources professionals	1
7	**12201**	Insurance adjusters and claims examiners	2
8	**12203**	Assessors, business valuators and appraisers	2
9	**21101**	Chemists	1
10	**21110**	Biologists and related scientists	1
11	**21112**	Agricultural representatives, consultants and specialists	1
12	**21200**	Architects	1
13	**21201**	Landscape architects	1
14	**21203**	Land surveyors	1
15	**21234**	Web developers and programmers	1
16	**22214**	Technical occupations in geomatics and meteorology	2
17	**22232**	Occupational health and safety specialists	2
18	**22233**	Construction inspectors	2
19	**22310**	Electrical and electronics engineering technologists and technicians	2
20	**22313**	Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	2
21	**31121**	Dietitians and nutritionists	1
22	**32102**	Paramedical occupations	2
23	**32103**	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	2
24	**32120**	Medical laboratory technologists	2
25	**32121**	Medical radiation technologists	2
26	**32122**	Medical sonographers	2
27	**41300**	Social workers	1
28	**41400**	Natural and applied science policy researchers, consultants and program officers	1
29	**41403**	Social policy researchers, consultants and program officers	1
30	**41405**	Education policy researchers, consultants and program officers	1
31	**41409**	Other professional occupations in social science	1
32	**43201**	Correctional service officers	3
33	**43203**	Border services, customs, and immigration officers	3
34	**50012**	Recreation, sports and fitness program and service directors	0
35	**51101**	Conservators and curators	1
36	**51102**	Archivists	1
37	**51111**	Authors and writers (except technical)	1
38	**51112**	Technical writers	1
39	**51120**	Producers, directors, choreographers and related occupations	1
40	**52112**	Broadcast technicians	2
41	**60020**	Retail and wholesale trade managers	0
42	**60031**	Accommodation service managers	0
43	**60040**	Managers in customer and personal services	0
44	**72010**	Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	2

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#	NOC	Occupation (NOC 2021)	TEER
45	**72013**	Contractors and supervisors, carpentry trades	2
46	**72014**	Contractors and supervisors, other construction trades, installers, repairers and servicers	2
47	**72020**	Contractors and supervisors, mechanic trades	2
48	**72021**	Contractors and supervisors, heavy equipment operator crews	2
49	**72102**	Sheet metal workers	2
50	**72105**	Ironworkers	2
51	**72201**	Industrial electricians	2
52	**72302**	Gas fitters	2
53	**72320**	Bricklayers	2
54	**72321**	Insulators	2
55	**72401**	Heavy-duty equipment mechanics	2
56	**72403**	Railway carmen/women	2
57	**72404**	Aircraft mechanics and aircraft inspectors	2
58	**72500**	Crane operators	2
59	**72602**	Deck officers, water transport	2
60	**72603**	Engineer officers, water transport	2
61	**73311**	Railway conductors and brakemen/women	3
62	**82010**	Supervisors, logging and forestry	2
63	**83100**	Underground production and development miners	3
64	**83120**	Fishing masters and officers	3
65	**92010**	Supervisors, mineral and metal processing	2
66	**93102**	Pulping, papermaking and coating control operators	3

7. Common occupations that are NOT on the list

Candidates in these NOCs can still enter the pool and earn work-length points (up to 80 / 70), but get no high-wage bonus and no job offer points.

NOC	Occupation	TEER
73300	Transport truck drivers	3
72200	Electricians (except industrial and power system)	2
72300	Plumbers	2
72310	Carpenters	2
72106	Welders and related machine operators	2
72400	Construction millwrights and industrial mechanics	2
72410	Automotive service technicians, truck and bus mechanics and mechanical repairers	2
70011	Home building and renovation managers	0
60030	Restaurant and food service managers	0
62020	Food service supervisors	2
62010	Retail sales supervisors	2
63200	Cooks	3
32101	Licensed practical nurses	2
13110	Administrative assistants	3
21233	Web designers	1

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Sources

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- IRCC news release, *Canada refocusing Express Entry on top talent that drives economic growth* (Oct 16, 2026): canada.ca/en/immigration-refugees-citizenship/news/2026/10/canada-refocusing-express-entry-on-top-talent-that-drives-economic-growth.html
- IRCC backgrounder, *Changes to Express Entry for high-wage occupations* (Oct 16, 2026): canada.ca/en/immigration-refugees-citizenship/news/2026/10/changes-to-express-entry-for-high-wage-occupations.html
- Statistics Canada, *Table 14-10-0064-01 Employee wages by industry, annual* (Labour Force Survey; 2025, Canada, median hourly wage rate, all employees), source of the $30.77/hr estimate: www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410006401
- Level counts (31 / 89 / 66) counted from IRCC's published list.

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