

## Thunder Bay CMA – 2026 RCIP Scoring Grid

### Job Offer Grid:

	Priority Sector Name	+ Points
1.	1 - Business, finance and administration	10
2.	3 - Health	15
3.	4 - Education, law and social, community and government services	14
4.	6 - Sales and service	11
5.	7 - Trades and transport	13
6.	9 - Manufacturing and utilities	12

	Occupation Code (NOC)	Occupation Name	+ Points
1.	11202	Professional Occupations in Advertising, Marketing and Public Relations	10
2.	13102	Payroll Administrator	6
3.	13110	Administrative Assistants – Limit of 1 for employers with 1-50 full-time employees, limit of 2 for employers with 51-100 full-time employees.	6
4.	14100	General Office Support Workers - Limit of 1 for employers with 1-50 full-time employees, limit of 2 for employers with 51-100 full-time employees.	4
5.	31301	Registered Nurses	10
6.	32101	Licensed Practical Nurses	8
7.	33102	Nurse Aides, Orderlies and Patient Service Associates	6
8.	33100	Dental Assistants and Dental Technicians	6
9.	33103	Pharmacy Technical Assistants and Pharmacy Assistants	6
10.	42201	Social and Community Service Workers	8
11.	42202	Early Childhood Educators and Assistants	8
12.	44101	Home Support Workers, Caregivers and Related Occupations	4
13.	62029	Security Supervisors – Limit of 1 for employers with 1-50 full-time employees, limit of 2 for employers with 51-100 full-time employees. Candidates must have at least two years of full-time security-related work experience or two years of post-secondary education in law and security, police technology, or a related field.	8
14.	63200	Cooks – Limit of 1 per employer – dine in / full-service restaurants and hotels only	6
15.	63202	Bakers – Limit of 1 per employer	6
16.	64314	Hotel Front Desk – Limit of 2 per hotel	4
17.	64100	Retail Salespersons and Visual Merchandisers - Limit of 1 for employers with 1-50 full-time employees, limit of 2 for employers with 51-100 full-time employees. Maximum number of recommendations will be 24 for 2026.	4
18.	64410	Security Guards – Limit of 1 for employers with 1-50 full-time employees, limit of 2 for employers with 51-100 full-time employees. Candidates must have at least two years of full-time security-related work experience or two years of post-secondary education in law and security, police technology, or a related field. Maximum number of recommendations will be 24 for 2026.	4
19.	72011	Contractors and Supervisors, Electrical Trades and Telecommunication Occupations	8
20.	72400	Construction Millwrights and Industrial Mechanics	8
21.	72404	Aircraft Mechanics and Inspectors	8
22.	72410	Automotive Service Technicians, Truck and Bus Mechanics, and Mechanical Repairers	8
23.	73300	Transport Truck Drivers – Short Haul Local Drivers Only – The last 6 months of Electronic Log Books are required under CVOR (full 6 months from date of application).	6
24.	75110	Construction Trades Helpers and Labourers	4
25.	94120	Sawmill Machine Operators	4

\*Note: this grid is to be filled out by the community.

## Human Capital Assessment Grid

Federal Eligibility Criteria	Points
<p><b>Job Offer:</b> [job title, NOC code]</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Job offer is in priority sector/occupation (based on assessment of job offer grid)</li> <li><input type="checkbox"/> Full-time, non-seasonal, indeterminate job offer</li> <li><input type="checkbox"/> Job offer is genuine and valid</li> </ul>	<p><input type="checkbox"/> <b>XX points (between 10 and 25 points)</b></p> <p>Note: Maximum points should not exceed 25 for job offer category.</p>
<p><b>Work Experience</b></p> <p><b>Note:</b> Work experience must be verified based on reference/experience letter(s) from previous employer(s). If unavailable, verified based on other forms of proof of work experience.</p>	
<p>1-year of full-time (or part-time equivalent) work experience in the past 3 years <b>OR</b> candidate is international graduate who qualifies for work experience exemption</p>	<p><input type="checkbox"/> <b>10 points (minimum)</b></p>
<p>2 years of full-time (or part-time equivalent) work experience</p>	<p><input type="checkbox"/> <b>15 points</b></p>
<p>3 years of full-time (or part-time equivalent) work experience</p>	<p><input type="checkbox"/> <b>20 points</b></p>
<p>4+ years of full-time (or part-time equivalent) work experience</p>	<p><input type="checkbox"/> <b>25 points</b></p>
<p><b>For Reference – Minimum Work Experience Requirements:</b>            1 year of full-time (or part-time equivalent) related work experience (1,560 hours) in the past 3 years based on job offer</p> <ul style="list-style-type: none"> <li>○ Job offer is TEER 0 or 1               <ul style="list-style-type: none"> <li>▪ Work experience must be in TEER 0, 1, 2 or 3</li> </ul> </li> <li>○ Job offer is TEER 2 or 3               <ul style="list-style-type: none"> <li>▪ Work experience must be in TEER 1, 2, 3 or 4</li> </ul> </li> <li>○ Job offer is TEER 4               <ul style="list-style-type: none"> <li>▪ Work experience must be in TEER 2, 3 or 4</li> </ul> </li> <li>○ Job offer is TEER 5               <ul style="list-style-type: none"> <li>▪ Work experience must be in the same 5 digit NOC code.</li> </ul> </li> </ul> <p><b>Healthcare exception:</b>            If the work experience is in NOC 31301 (Registered Nurses and Registered Psychiatric Nurses – TEER 1), candidate can have a job offer in one of the following occupations:</p> <ul style="list-style-type: none"> <li>● NOC 33102 (TEER 3): Nurse aides, orderlies and patient service associates or</li> <li>● NOC 44101 (TEER 4): Home support workers</li> </ul>	

<p><b>Language – Rural Community Immigration Pilot</b></p> <p><b>Note:</b> Candidate must meet language benchmark in all four categories (reading, writing, speaking, listening) through IRCC-approved language test results.</p>	
<p>For TEER 4/5 job offers:</p> <ul style="list-style-type: none"> <li>• CLB/NCLC 4</li> <li>• CLB/NCLC 5</li> <li>• CLB/NCLC 6</li> <li>• CLB/NCLC 7 or higher</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> 10 points (minimum)</li> <li><input type="checkbox"/> 15 points</li> <li><input type="checkbox"/> 20 points</li> <li><input type="checkbox"/> 25 points</li> </ul>
<p>For TEER 2/3 job offers:</p> <ul style="list-style-type: none"> <li>• CLB/NCLC 5</li> <li>• CLB/NCLC 6</li> <li>• CLB/NCLC 7</li> <li>• CLB/NCLC 8 or higher</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> 10 points (minimum)</li> <li><input type="checkbox"/> 15 points</li> <li><input type="checkbox"/> 20 points</li> <li><input type="checkbox"/> 25 points</li> </ul>
<p>For TEER 0/1 job offers:</p> <ul style="list-style-type: none"> <li>• CLB/NCLC 6</li> <li>• CLB/NCLC 7</li> <li>• CLB/NCLC 8</li> <li>• CLB/NCLC 9 or higher</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> 10 points (minimum)</li> <li><input type="checkbox"/> 15 points</li> <li><input type="checkbox"/> 20 points</li> <li><input type="checkbox"/> 25 points</li> </ul>
<p><b>Language – Francophone Community Immigration Pilot</b></p> <p><b>Note:</b> Candidate must meet French-language level in all four categories (reading, writing, speaking, listening) through IRCC-approved language test results.</p>	
<ul style="list-style-type: none"> <li>• NCLC 5</li> <li>• NCLC 6</li> <li>• NCLC 7</li> <li>• NCLC 8 or higher</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> 10 points (minimum)</li> <li><input type="checkbox"/> 15 points</li> <li><input type="checkbox"/> 20 points</li> <li><input type="checkbox"/> 25 points</li> </ul>
<p><b>For Reference – Minimum Language Requirements:</b></p> <p><b>Rural Community Immigration Pilot</b></p> <ul style="list-style-type: none"> <li>• CLB/NCLC 4 (for TEER 4/5 job offers)</li> <li>• CLB/NCLC 5 (for TEER 2/3 job offers)</li> <li>• CLB/NCLC 6 (for TEER 0/1 job offers)</li> </ul> <p><b>Francophone Community Immigration Pilot</b></p> <ul style="list-style-type: none"> <li>• NCLC 5 (regardless of skill level of job offer)</li> </ul>	

<b>Education</b>	
Canadian secondary school or foreign equivalent as demonstrated by educational credential assessment (ECA)	<input type="checkbox"/> <b>10 points (minimum)</b>
Post-secondary credential (diploma, apprenticeship/trade certificate) minimum one year program	<input type="checkbox"/> <b>15 points</b>
Bachelor's degree (minimum three year program)	<input type="checkbox"/> <b>20 points</b>
Master's or PhD	<input type="checkbox"/> <b>25 points</b>
<b>For Reference – Minimum Education Requirement:</b> <ul style="list-style-type: none"> <li>• Candidate has Canadian secondary school (high school) diploma</li> <li>• Foreign education -- educational credential assessment (ECA) that demonstrates equivalence to Canadian secondary school education or higher</li> </ul>	
<b>Intent to Reside:</b> <ul style="list-style-type: none"> <li>• Candidate submitted written statement of their intent to reside in the community (mandatory).</li> </ul> <b>Note:</b> EDO must be satisfied that intent to reside is genuine.	<input type="checkbox"/> <b>10 points (minimum)</b>
<b>Bonus Points (optional - maximum of 15 additional points can be granted, to remain within the 25 point maximum for this category):</b>	
<b>Previous Work/Education in the Community:</b> <ul style="list-style-type: none"> <li>• One year of previous education and/or work experience in the community</li> <li>• Two years of previous education and/or work experience in the community</li> <li>• Three years of previous education and/or work experience in the community</li> </ul>	<input type="checkbox"/> <b>2 points</b>  <input type="checkbox"/> <b>4 points</b>  <input type="checkbox"/> <b>6 points</b>
<b>Connections to the Community:</b>	
<ul style="list-style-type: none"> <li>• Candidate currently has close family member(s) living in the community (at least 12 months) who are permanent residents or Canadian citizens</li> </ul>	<input type="checkbox"/> <b>2 points</b>

<p><i>Close family members include parents, siblings, or children. Sufficient proof confirming relationship, address and status (copy of PR Card or the information page of their Canadian Passport) must be provided.</i></p>	
<ul style="list-style-type: none"> <li>• Candidate has volunteering experience or is part of an existing community organization or sports team within the community for at least 3 months.</li> </ul> <p><i>A signed reference letter from the community organization or group (on letterhead) proving active involvement is required.</i></p>	<input type="checkbox"/> <b>2 points</b>
<ul style="list-style-type: none"> <li>• Proof of rental/property ownership in the community</li> </ul> <p><i>Proof can include a lease or purchase agreement</i></p>	<input type="checkbox"/> <b>2 points</b>
<p><b>Candidate's spouse/common-law partner:</b></p> <ul style="list-style-type: none"> <li>• Candidate's spouse/common law partner has work or study experience (6 month minimum) in the community</li> </ul> <p><i>Proof of relationship required as well as proof of education or work experience</i></p>	<input type="checkbox"/> <b>3 points</b>
<p><b>Overall Assessment:</b> does the candidate have a total score of 50 points, with a minimum of 10 points from each category?</p> <p>If no, the candidate does not meet minimum eligibility requirements for the pilot.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No  Total score:
Notes:	