

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 - Limit of 1 for employers with a minimum of 50 full-time employees	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.	14400	Shippers and Receivers	4
6.	31301	Registered Nurses	10
7.	32101	Licensed Practical Nurses	8
8.	33102	Nurse Aides, Orderlies and Patient Service Associates	6
9.	33100	Dental Assistants and Dental Technicians	6
10.	33103	Pharmacy Technical Assistants and Pharmacy Assistants	6
11.	42201	Social and Community Service Workers	8
12.	42202	Early Childhood Educators and Assistants	8
13.	44101	Home Support Workers, Caregivers and Related Occupations	4
14.	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
15.	63200	Cooks – Limit of 1 per employer – dine in / full-service restaurants and hotels only	6
16.	63202	Bakers – Limit of 1 per employer	6
17.	64314	Hotel Front Desk – Limit of 2 per hotel	4
18.	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
19.	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
20.	72400	Construction Millwrights and Industrial Mechanics	8
21.	72410	Automotive Service Technicians, Truck and Bus Mechanics, and Mechanical Repairers	8
22.	73201	General Building Maintenance Workers and Building Superintendents	6
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
Job Offer: [job title, NOC code] ☐ Job offer is in priority sector/occupation (based on assessment of job offer grid) ☐ Full-time, non-seasonal, indeterminate job offer ☐ Job offer is genuine and valid	☐ XX points (between 10 and 25 points) Note: Maximum points should not exceed 25 for job offer category.
Work Experience Note: 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.	
1-year of full-time (or part-time equivalent) work experience in the past 3 years OR candidate is international graduate who qualifies for work experience exemption	☐ 10 points (minimum)
2 years of full-time (or part-time equivalent) work experience	☐ 15 points
3 years of full-time (or part-time equivalent) work experience	☐ 20 points
4+ years of full-time (or part-time equivalent) work experience	☐ 25 points
For Reference – Minimum Work Experience Requirements: 1 year of full-time (or part-time equivalent) related work experience (1,560 hours) in the past 3 years based on job offer ○ Job offer is TEER 0 or 1 ▪ Work experience must be in TEER 0, 1, 2 or 3 ○ Job offer is TEER 2 or 3 ▪ Work experience must be in TEER 1, 2, 3 or 4 ○ Job offer is TEER 4 ▪ Work experience must be in TEER 2, 3 or 4 ○ Job offer is TEER 5 ▪ Work experience must be in the same 5 digit NOC code. Healthcare exception: 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: • NOC 33102 (TEER 3): Nurse aides, orderlies and patient service associates or • NOC 44101 (TEER 4): Home support workers	

Language – Rural Community Immigration Pilot Note: Candidate must meet language benchmark in all four categories (reading, writing, speaking, listening) through IRCC-approved language test results.	
For TEER 4/5 job offers: • CLB/NCLC 4 • CLB/NCLC 5 • CLB/NCLC 6 • CLB/NCLC 7 or higher	☐ 10 points (minimum) ☐ 15 points ☐ 20 points ☐ 25 points
For TEER 2/3 job offers: • CLB/NCLC 5 • CLB/NCLC 6 • CLB/NCLC 7 • CLB/NCLC 8 or higher	☐ 10 points (minimum) ☐ 15 points ☐ 20 points ☐ 25 points
For TEER 0/1 job offers: • CLB/NCLC 6 • CLB/NCLC 7 • CLB/NCLC 8 • CLB/NCLC 9 or higher	☐ 10 points (minimum) ☐ 15 points ☐ 20 points ☐ 25 points
Language – Francophone Community Immigration Pilot Note: Candidate must meet French-language level in all four categories (reading, writing, speaking, listening) through IRCC-approved language test results.	
• NCLC 5 • NCLC 6 • NCLC 7 • NCLC 8 or higher	☐ 10 points (minimum) ☐ 15 points ☐ 20 points ☐ 25 points
For Reference – Minimum Language Requirements: Rural Community Immigration Pilot • CLB/NCLC 4 (for TEER 4/5 job offers) • CLB/NCLC 5 (for TEER 2/3 job offers) • CLB/NCLC 6 (for TEER 0/1 job offers) Francophone Community Immigration Pilot • NCLC 5 (regardless of skill level of job offer)	

Education	
Canadian secondary school or foreign equivalent as demonstrated by educational credential assessment (ECA)	☐ 10 points (minimum)
Post-secondary credential (diploma, apprenticeship/trade certificate) minimum one year program	☐ 15 points
Bachelor's degree (minimum three year program)	☐ 20 points
Master's or PhD	☐ 25 points
For Reference – Minimum Education Requirement: • Candidate has Canadian secondary school (high school) diploma • Foreign education -- educational credential assessment (ECA) that demonstrates equivalence to Canadian secondary school education or higher	
Intent to Reside: • Candidate submitted written statement of their intent to reside in the community (mandatory). Note: EDO must be satisfied that intent to reside is genuine.	☐ 10 points (minimum)
Bonus Points (optional - maximum of 15 additional points can be granted, to remain within the 25 point maximum for this category):	
Previous Work/Education in the Community: • One year of previous education and/or work experience in the community • Two years of previous education and/or work experience in the community • Three years of previous education and/or work experience in the community	☐ 2 points ☐ 4 points ☐ 6 points
Connections to the Community:	
• Candidate currently has close family member(s) living in the community (at least 12 months) who are permanent residents or Canadian citizens	☐ 2 points

<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>	
• Candidate has volunteering experience or is part of an existing community organization or sports team within the community for at least 3 months. <i>A signed reference letter from the community organization or group (on letterhead) proving active involvement is required.</i>	☐ 2 points
• Proof of rental/property ownership in the community <i>Proof can include a lease or purchase agreement</i>	☐ 2 points
Candidate's spouse/common-law partner: • Candidate's spouse/common law partner has work or study experience (6 month minimum) in the community <i>Proof of relationship required as well as proof of education or work experience</i>	☐ 3 points
Overall Assessment: does the candidate have a total score of 50 points, with a minimum of 10 points from each category? If no, the candidate does not meet minimum eligibility requirements for the pilot.	☐ Yes ☐ No Total score:
Notes:	