Express Entry Year-End Report 2023

Canada

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Acronym Glossary

CEC	Canadian Experience Class
CBS	Category-Based Selection
CLB	Canadian Language Benchmarks
CRS	Comprehensive Ranking System
EE	Express Entry
FHS	Federal High Skilled
FSTP	Federal Skilled Trades Program
FSWP	Federal Skilled Worker Program
GCMS	Global Case Management System
GoC	Government of Canada
IRCC	Immigration, Refugee and Citizenship Canada
IRPA	Immigration and Refugee Protection Act
ITA	Invitation to Apply
MI	Ministerial Instructions
NCLC	Niveaux de compétence linguistique canadiens
NOC	National Occupation Classification
PNP	Provincial/Territorial Nominee Program
STEM	Science, Technology, Engineering and Mathematics
TEER	Training, Education, Experience and Responsibilities

Overview of Express Entry

Launched in January 2015, Express Entry (EE) is Canada's flagship application management system for three Federal High Skilled (FHS) permanent economic immigration programs (i.e. the Federal Skilled Worker Program (FSWP), Federal Skilled Trades Program (FSTP) and Canadian Experience Class (CEC)) and a portion of the Provincial Nominee Program (PNP). In addition to providing a pathway to permanent residence for prospective immigrants currently abroad, many temporary residents already in Canada also transition to permanent residence through EE, with Canada consistently being the top country of residence of individuals who receive an invitation to apply (ITA) for permanent residence. As described below, EE provides the Government of Canada (GoC) with the means to manage the intake of applications for permanent residence under the key economic immigration programs listed above, while facilitating the selection of individuals who are most likely to succeed economically in Canada.

As with previous reports, the EE Year-End Report 2023 provides an overview of EE and presents data from across all stages of the EE continuum, including profile submissions, candidates in the pool, ITAs, applications, processing times, admissions, and, economic outcomes of applicants. Since a new enhancement to Express Entry, referred to as category-based selection, was launched in June 2023, the report also provides a summary on the development and implementation of category-based selection and presents its results from June to December 2023. Throughout the report, historical and gender-disaggregated data[i] is presented alongside the 2023 figures to provide additional context. Data is operational and should be considered preliminary and subject to change.

How Express Entry Works

The EE system manages applications for permanent residence in two steps.

First, individuals express their interest in immigrating to Canada by completing an online profile, which is screened electronically to determine if the individual is eligible for at least one of the FHS immigration programs managed by the system. The profiles of individuals who meet the eligibility criteria for at least one of these FHS programs[ii] are placed in the EE pool and assigned a Comprehensive Ranking System (CRS) score, based on information in their profile, including skills and experience, according to point criteria that is publicly available on the Immigration, Refugees and Citizenship (IRCC) website. Candidates in the pool are ranked

according to their CRS score. Potential candidates can estimate their scores prior to completing an online profile using a CRS tool, also available on the IRCC website[iii].

Second, Ministerial Instructions (MIs) are regularly published on IRCC's website specifying the number of ITAs for permanent residence that have been sent to candidates in the EE pool on a specific date, known as an invitation round, the date of the round, the number of ITAs, and the lowest score that was issued an ITA. Invitation rounds are conducted, usually every two weeks to determine who receives an ITA. The number of ITAs that will be issued is determined for each round. The candidates with the highest CRS scores receive ITAs.

General invitation rounds are solely based on CRS scores, but some rounds select candidates who are eligible for one of the economic immigration program(s) and issue ITAs to the highest scorers.

Furthermore, some rounds may be category-specific. A "category" refers to a single, or a combination, of particular criteria (eg., official language skills, occupation specific work experiences, etc.) linked to an economic goal. Categories can then be used to target invitations to apply to candidates in the Express Entry pool that meet the given criteria. Further information related to category-based selection is provided in upcoming sections of the report. For each round, invitations are issued to candidates who are eligible to be invited in that round, in descending CRS score rank order, until the maximum number of invitations specified in the associated round is met. The score of the final invited candidate is published as the 'cut off' score for that round. The profiles of candidates who do not receive an invitation, or decline one, remain in the pool for up to 12 months.

Candidates that receive an ITA have 60 days to either submit an online application for permanent residence to IRCC or decline the invitation . The profile is returned to the pool if the ITA is declined. Candidates who receive an ITA but take no action within the 60-day period are withdrawn from the pool. Upon receipt of an application by IRCC, an immigration officer assesses it to verify the applicant's CRS score, program eligibility, and admissibility.

Each candidate is invited to apply under a program for which they qualify. If a candidate qualifies for more than one program, the candidate is invited to apply for the first program they are eligible for, in the following order: CEC, FSW, FST. If the immigration officer is satisfied that all conditions have been met and that the

applicant is admissible, they are approved for a permanent resident visa. Applicants and their accompanying family members become permanent residents when they are admitted to Canada. The processing standard for applications sourced through EE is six months for 80% of cases. Processing times are measured from the day a complete application is received by IRCC until a final decision is made by an immigration officer.

The Comprehensive Ranking System

The Comprehensive Ranking System (CRS) is the backbone of the EE application management system. A CRS score comprises two components: core points and additional points. These factors help predict a candidate's potential for success in the Canadian labour market. The maximum CRS score a candidate can achieve is capped at 1,200 points – 600 points under the core component and a maximum of 600 points under the additional points component. All information the candidate provides when submitting the profile, in order to receive a CRS score must be supported with appropriate documentation when they submit the application, or it could be refused.

A candidate's human capital characteristics (e.g., age, education, official language proficiency, work experience) are scored in the core points.

A candidate who indicates they would apply with an accompanying spouse or common-law partner can receive a maximum of 560 points for their own core characteristics and is awarded a maximum of 40 points for the human capital characteristics of their spouse/common-law partner. A candidate without an accompanying spouse/common-law partner can receive a maximum of 600 points under the core component. Under the additional points component, a candidate can receive points for having a provincial/territorial nomination (600 points), arranged employment (50 or 200 points), Canadian post-secondary education credentials (15 or 30 points), French-language proficiency (25 or 50 points), or a sibling in Canada (15 points).[iv]

Additional points increase the probability that a given candidate will receive an ITA, but cannot ensure it. However, the points for a Provincial/Territorial nomination, which are usually enough to guarantee an ITA, through either a general invitation or PNP-specific round.

Candidates in the EE pool can, and in some cases must, update their profile to reflect any change in circumstances. This may affect their CRS score. The system automatically updates some data. For example, age is updated on a candidate's birthday and language levels are removed on the date language test expire. Other updates must be manually revised, such as steps candidates take to improve their CRS scores, thereby increasing their probability of receiving an ITA. This includes for example, increasing official language skills or securing arranged employment.

Figure 1: How Express Entry works

Express Entry Pool

1. Expression of Interest	2. Minimum Entry Criteria (MEC)	3. Comprehensive Ranking System (CRS) Scoring	4. CRS Ranking	5. Invitation To Apply (ITA)	6. Application Submission	7. Selection Decision
Individuals create an online Express Entry profile via the Self Service Portal (MyAccount).	Only individuals with skilled work experience that meet the program requirements (MEC) for FSWP, CEC, or FSTP enter the Express Entry pool	Candidates in the pool are assigned a score according to the CRS, a factor-based ranking system that focuses on human capital and other established factors.	Eligible candidates who can be included in a given invitation to apply (ITA) round are ranked against one another based on their CRS score.	During invitation rounds, candidates with the highest CRS scores are invited to apply to a program; invitations are issued to align with levels space/targets.	Candidates have 60 days to submit an application.	Officers assess applications against program and category requirements and verify Express Entry points claimed.

Enhancements to Express Entry in 2023

Overview of Category-Based Selection

On June 23, 2022, legislative amendments were made to the *Immigration and Refugee Protection Act* (IRPA) that authorize the Minister of IRCC to invite foreign nationals to apply for permanent residence through EE on a new basis – their eligibility to be members of a category that supports an identified economic goal. This new authority, referred to as "category-based selection" increases flexibility to select candidates in the EE pool with the skills and attributes needed to respond to Canada's evolving economic needs and Government priorities through a new invitation round type. Categories are based on key attributes, such as official language knowledge and work experience and will change over time.

IRPA sets out three key requirements respecting the use of category-based selection:

1. **Economic goal:** If the Minister establishes a category in an instruction [...] the Minister shall set out, in the instruction, the economic goal that the Minister seeks to support in establishing the category.

2. **Public consultation process:** For the purpose of establishing categories of eligible foreign nationals [···] the Minister must engage in a public consultation process with stakeholders, including provinces and territories, industry, unions, employers, workers, worker advocacy groups, settlement provider organizations and immigration researchers and practitioners, to obtain information, advice and recommendations in respect of the labour market conditions, including occupations expected to face shortage conditions, as well as on how categories can be formed to meet economic goals. 10.5 (2) The advice and recommendations from the public consultation process must be based on written submissions provided by relevant industry members and stakeholders.

3. **Annual Reporting:** Specified in subsection 10.5. (3) The Minister shall cause to be tabled before each House of Parliament [...]following the end of each fiscal year, a report containing the list of the categories of eligible foreign nationals established [...] and the selection criteria and the process applied for the establishment of those categories.

   Furthermore, specified in subsection 94 (2) (a.1) of IRPA, the Minister must, [...]table in each House of Parliament a report [...]the report shall include a description of any instructions given under paragraph 10.3(1)(h.2) that establish a category of eligible foreign nationals, the economic goal sought to be supported in establishing the category and the number of foreign nationals invited to make an application for permanent residence in respect of the category.

How Does Category-Based Selection Work in Express Entry?

Category-based selection allows IRCC to use the Express Entry system to identify candidates with specific skills or attributes most needed in Canada, and supplements general and program invitation rounds by inviting applicants whose selection would help achieve an economic goal established by the Minister. Candidates in the pool who meet a category's eligibility criteria are still ranked according to their Comprehensive Ranking System score, and the top among them

are invited to apply. Figure 2 below illustrates how category-based selection works in Express Entry.

Figure 2: How category-based selection works in Express Entry
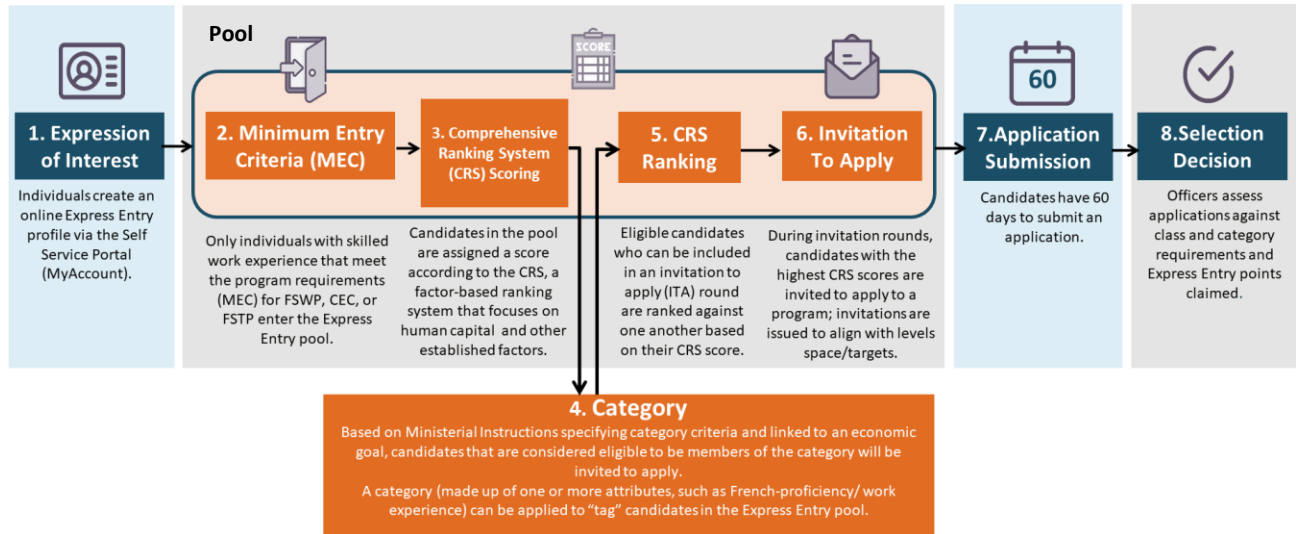
As seen in Figure 2, individuals still need to submit an expression of interest, meet the minimum entry criteria for one of the programs to enter the Express Entry Pool and receive a CRS score. At the time of a category invitation round, candidates who are considered to be eligible members of the category will be ranked against one another based on their CRS score. During the invitation rounds, those with the highest CRS scores will be invited to apply for permanent residence.

Development of Categories for Category-Based Selection in 2023

Category-based selection is an enhancement to the Express Entry system and offers more flexibility in Canada's immigration response to changing economic and labour market needs. The development of categories are informed by data, labour market information, engagement with Federal, Provincial and Territorial partners as well as stakeholder consultations.

From late November 2022 to January 2023, the Department held a public consultation on enhancing Express Entry through category-based selection. An online survey was made available to the public on IRCC's website, and 2,960 organizations across Canada were invited by email to take part. In addition, a number of stakeholders were invited to attend two virtual information sessions that offered an overview of category-based selection in Express Entry, as well as

IRCC's proposed priorities and categories for implementation in 2023. A summary of input received from IRCC stakeholders is available on [IRCC's website](#), and includes a list of participating organizations. Findings from these consultations supported the use of category-based selection to address structural labour market shortages. Some of the greatest needs were perceived to be in transport, trades, healthcare, agriculture and agri-foods, and information technology occupations. Supporting Francophone immigration and economic growth in Francophone minority communities was also supported by the majority of participants. In parallel, IRCC engaged on potential priorities, needs, and categories with Provincial and Territorial representatives through the Forum of Ministers Responsible for Immigration.

Following these consultations, the Minister established six categories designed to support economic growth through Francophone immigration outside Quebec and help address long-term labour market shortages.

Candidates with French-language proficiency or with work experience in the occupations that were eligible under the following [categories](#) were invited to apply for permanent residence through category-based selection in 2023:

a. French-language proficiency
b. Healthcare occupations
c. Science, technology, engineering and math (STEM)
d. Trade occupations
e. Transport occupations
f. Agriculture and agri-food occupations

In order to qualify for the French-language proficiency rounds, candidates needed to have French language test results demonstrating a competency of Niveaux de compétence linguistique canadiens (NCLC) 7 or above in all four language abilities. For the occupation-based categories, candidates needed to have continuous experience, obtained over a period that meets or exceeds six months in the past three-year period, in one of the eligible occupations that were part of the categories.

Changes to Eligibility Criteria for Physicians

In 2023, IRCC improved physicians' ability to gain permanent residence in Canada. Many physicians currently working in the Canadian healthcare system were not eligible for EE because they charge on a "fee-for-service" basis and are considered "self-employed." These physicians may have arranged employment and/or work

experience in Canada that would not meet the programs' requirements due to the structure of their work. To remove these barriers, as of April 25, 2023, physicians who work in a fee-for-service model with public health authorities, became exempted from certain requirements of the program so that they can access permanent residence and help address labour shortages in the healthcare sector.

Who submitted an Express Entry profile?

In 2023, 488,571 EE profiles were submitted through the system, which represents an increase of 14% from 2022 but an increase of 10% from 2021 (Figure 3). The proportion of profiles submitted in 2023 that were eligible for at least one of the FHS immigration programs managed by EE (70%) slightly decreased from that observed in 2022 (74%).

Figure 3: Profile submissions to Express Entry, 2021-2023
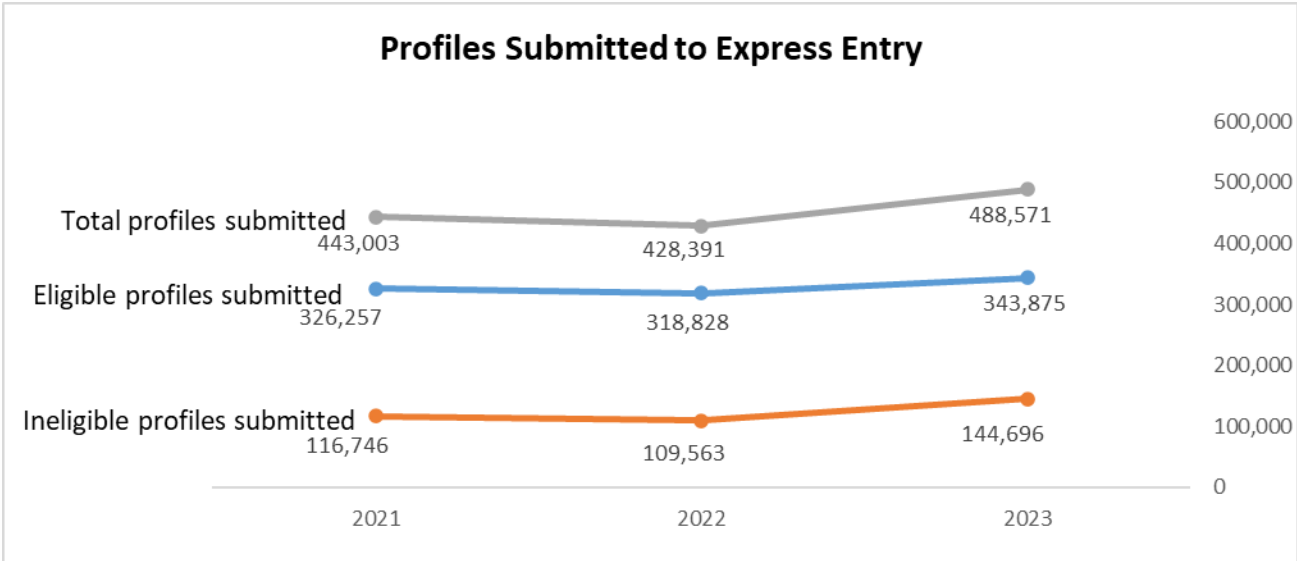
Source: MBR_FACT_EE_MAIN as of January 08, 2024
Data is operational and as such should be considered preliminary and subject to change.

Text Version:

Profile submission to Express Entry, 2021-2023
In 2021, 443,003 Express Entry profiles were submitted, including 326,257 eligible profiles and 116,746 ineligible profiles. In 2022, a total of 428,391 Express Entry profiles were submitted, including 318,828 eligible profiles and 109,563 ineligible profiles. In 2023, a total of 488,571 Express Entry profiles were submitted, including 343,875 eligible profiles and 144,696 ineligible profiles.

As displayed in Table 1, in 2023, more profiles were submitted by men (275,985) than women (212,372). The proportion of total profile submissions by men (56%)

and women (44%) was unchanged from 2022. The proportion of profile submissions that was eligible for at least one program has decreased for men (67%) and women (75%) in 2023 when compared to 2021 and 2022. Overall, women have consistently submitted a slightly higher proportion of eligible profiles, by approximately 7-12 percentage points compared to men. As seen in Table 1a, the number of ineligible and eligible profile submissions have increased since 2021. In 2023, 70% of the submitted profiles were eligible for Express Entry versus 30% which were ineligible.

Table 1: Profile submitted to Express Entry, by gender, 2021-2023

Profile outcome	2021 #	2021%	2022 #	2022%	2023 #	2023%
Men						
Eligible	176,866	71%	169,831	71%	183,925	67%
Ineligible	71,637	29%	68,570	29%	92,060	33%
Total	**248,503**	**100%**	**238,401**	**100%**	**275,985**	**100%**
Women						
Eligible	149,341	77%	148,958	78%	159,883	75%
Ineligible	45,032	23%	40,922	22%	52,489	25%
Total	**194,373**	**100%**	**189,880**	**100%**	**212,372**	**100%**
Total*						
Eligible	326,257	74%	318,828	74%	343,875	70%
Ineligible	116,746	26%	109,563	26%	144,696	30%

Source: MBR_FACT_EE_MAIN as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.
Total* includes Another gender, Unknown and Unspecified (2021 - 127, 2022 - 110, 2023 - 214)

Table 1a: Number of ineligible and eligible profiles submitted, 2021-2023

	2021	2022	2023
Number of Eligible Profiles	326,257	318,828	343,875
Number of Ineligible Profiles	116,746	109,563	144,696
Total Profiles Submitted	**443,003**	**428,391**	**488,571**

Who got into the Express Entry pool?

The distributions of CRS scores for eligible candidate profiles at the time of submission are presented in Table 2. In each year, the CRS scores consistently remain concentrated in the 301-500 range even as the total number of eligible profiles submitted slightly increased in 2023. It is important to note that the EE

pool is dynamic, and that the distribution of CRS scores change as eligible profiles are submitted, updated, invited or expire.

Table 2: Comprehensive Ranking System score distribution of total eligible profiles submitted to Express Entry, at time of submission, 2021-2023

CRS Score Range	2021 #	2021%	2022 #	2022%	2023 #	2023%
701-1200	79	<1%	11	<1%	12	<1%
651-700	38	<1%	71	<1%	76	<1%
601-650	133	<1%	240	<1%	300	<1%
551-600	786	<1%	1,126	<1%	1,241	<1%
501-550	6,847	2%	10,725	3%	13,970	4%
451-500	69,195	21%	76,504	24%	90,692	26%
401-450	86,626	27%	77,447	24%	88,641	26%
351-400	99,623	31%	93,621	29%	91,937	27%
301-350	50,759	16%	49,923	16%	46,806	14%
251-300	7,583	2%	6,225	2%	6,656	2%
201-250	2,928	1%	1,986	1%	2,307	1%
151-200	1,239	<1%	731	<1%	986	<1%
101-150	367	<1%	190	<1%	218	<1%
1-100	54	<1%	28	<1%	33	<1%
Total	**326,257**	**100%**	**318,828**	**100%**	**343,875**	**100%**

Source: MBR_FACT_EE_MAIN as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.

As seen in Table 3, among individuals who submitted eligible profiles in 2023, a large portion (47%) did not meet the criteria for any additional points at the time of submission. This is a gradual reduction since 2021 (58%) and 2022 (55%), meaning an increasing number of candidates are eligible for at least one type of additional point.[v] Most often, candidates who claimed additional points continued to meet criteria for Education in Canada (30%) and Siblings in Canada (15%) points. The proportion of eligible profiles that received Education in Canada points has grown more and been higher than other additional point types since 2021. While the proportion of candidates in the EE pool who met additional points criteria for French-language proficiency[vi] remained stable between 2021 and 2023, the proportion of candidates who met additional points criteria for Arranged Employment and for Siblings in Canada slightly increased.

Table 3: Eligible profiles submitted to Express Entry by additional point type, 2021-2023

Additional point type	2021 #	2021%	2022 #	2022%	2023 #	2023%
No additional points	190,664	58%	176,777	55%	163,007	47%
Arranged employment	20,927	6%	20,495	6%	30,751	9%
Education in Canada	69,148	21%	74,654	23%	102,346	30%
French-language proficiency	18,140	6%	18,681	6%	20,888	6%
Siblings in Canada	41,618	13%	44,483	14%	52,264	15%
Total	**326,257**	**N/A**	**318,828**	**N/A**	**343,875**	**N/A**

Source: MBR_FACT_EE_MAIN as of January 08, 2024
Note that the data is operational and may vary a bit compared to previous years reported numbers
N/A - Breakdown by category exceeds annual total as candidates may be eligible for multiple additional point types (non mutually exclusive)

As displayed in Table 4, in 2023, a higher number and proportion of men (86,515, 53%) than women (76,458, 47%) did not meet criteria for any additional points at the time of submitting an eligible profile, although this gap has diminished somewhat, from 8 percentage points to 6 between 2021 and 2023.

Table 4: Eligible profiles submitted to Express Entry with no additional points by gender, 2021-2023

Gender	2021 #	2021%	2022 #	2022%	2023 #	2023%
Men	102,928	54%	93,817	53%	86,515	53%
Women	87,704	46%	82,934	47%	76,458	47%
Total*	**190,664**	**100%**	**176,777**	**100%**	**163,007**	**100%**

Source: MBR_FACT_EE_MAIN as of January 08, 2024

Note that the data is operational and may vary a bit compared to previous years reported numbers

Total* includes Another gender, Unknown and Unspecified (2021 - 32, 2022 - 26, 2023 - 34)

Tables 5 to 8 further explore additional point breakdowns by gender, and show that Education in Canada and Siblings in Canada were the most common additional point types for both men and women in 2023. Similar to the trend seen in 2021 and 2022, a considerably higher proportion of men (66%) than women (34%) continued to meet the criteria for Arranged Employment in 2023. While there was a higher proportion of men (53%) who met the criteria for Education in Canada than women (47%) in 2023, the difference has somewhat remained stable since 2021. In regards to additional points for French-language proficiency, there was an equal distribution (both at 50%) between men and women in 2023. As in 2022, the proportion of women (51%) meeting Siblings in Canada criteria slightly exceeded men (49%) in 2023. Table 9 displays the CRS score distribution of eligible

candidates in the pool. It can be seen that the CRS scores of eligible candidates in the pool consistently remain concentrated in the 301-500 range.

Table 5: Eligible profiles submitted to Express Entry with additional points for Arranged Employment by gender, 2021-2023

Gender	2021 #	2021%	2022 #	2022%	2023 #	2023%
Men	14,007	67%	13,608	66%	20,295	66%
Women	6,919	33%	6,885	34%	10,454	34%
Total*	**20,927**	**100%**	**20,495**	**100%**	**30,751**	**100%**

Source: MBR_FACT_EE_MAIN as of January 08, 2024

Note that the data is operational and may vary a bit compared to previous years reported numbers
Total* includes Another gender, Unknown and Unspecified (2021 - 1, 2022 - 2, 2023 -2)

Table 6: Eligible profiles submitted to Express Entry with additional points for Education in Canada by gender, 2021-2023

Gender	2021 #	2021%	2022 #	2022%	2023 #	2023%
Men	37,650	54%	39,874	53%	54,010	53%
Women	31,488	46%	34,777	47%	48,310	47%
Total*	**69,148**	**100%**	**74,654**	**100%**	**102,346**	**100%**

Source: MBR_FACT_EE_MAIN as of January 08, 2024

Note that the data is operational and may vary a bit compared to previous years reported numbers
Total* includes Another gender, Unknown and Unspecified (2021 - 10, 2022 - 3, 2023 - 26)

Table 7: Eligible profiles submitted to Express Entry with additional points for French-language proficiency by gender, 2021-2023

Gender	2021 #	2021%	2022 #	2022%	2023 #	2023%
Men	9,093	50%	8,983	48%	10,479	50%
Women	9,044	50%	9,694	52%	10,408	50%
Total*	**18,140**	**100%**	**18,681**	**100%**	**20,888**	**100%**

Source: MBR_FACT_EE_MAIN as of January 08, 2024

Note that the data is operational and may vary a bit compared to previous years reported numbers
Total* includes Another gender, Unknown and Unspecified (2021 - 3, 2022 - 4, 2023 - 1)

Table 8: Eligible profiles submitted to Express Entry with additional points for Sibling in Canada by gender, 2021-2023

Gender	2021 #	2021%	2022 #	2022%	2023 #	2023%
Men	20,841	50%	21,933	49%	25,645	49%
Women	20,769	50%	22,545	51%	26,609	51%
Total*	**41,618**	**100%**	**44,483**	**100%**	**52,264**	**100%**

Table 9: Comprehensive Ranking System Score Distribution of Candidates in the pool, as of December 1st of 2021 to2023

CRS Score Range	2021		2022		2023	
	#	%	#	%	#	%
701-1200	445	<1%	970	<1%	3,893	<1%
651-700	12	<1%	11	<1%	8	<1%
601-650	59	<1%	32	<1%	63	<1%
551-600	395	<1%	83	<1%	239	<1%
501-550	3,998	2%	1,218	1%	4,213	2%
451-500	44,690	23%	61,500	26%	59,179	27%
401-450	46,145	24%	58,523	25%	53,619	25%
351-400	57,901	30%	68,855	30%	59,255	27%
301-350	31,615	17%	36,001	15%	30,657	14%
251-300	3,936	2%	3,943	2%	3,755	2%
201-250	1,109	1%	990	<1%	1,058	<1%
151-200	484	<1%	368	<1%	461	<1%
101-150	146	<1%	94	<1%	100	<1%
1-100	18	<1%	18	<1%	12	<1%
Total	**190,953**	**100%**	**232,606**	**100%**	**216,512**	**100%**

Who was invited to apply for permanent residence through Express Entry?

As displayed in Table 10, IRCC held 42 rounds, and issued 110, 266 invitations in 2023, a 136% increase from the 46, 539 issued in 2022. There were 19 general rounds, 5 PNP rounds, 1 FSWP and 17 category-based selection rounds. The majority of ITAs (40,052) were issued to candidates under the CEC, followed by the PNP (26, 445). There were 17,898 ITAs issued under the FSWP (Table 10) and 8 ITAs issued under the FSTP (Table 12). It is important to note that when a candidate qualifies for more than one program, there is a processing hierarchy in place (CEC, FSW, FST). As a result, if a candidate qualifies for FST and CEC for example, they will be invited to apply under the Canadian Experience Class.

In terms of candidates invited to apply in other rounds, CRS cut-off scores in 2023 ranged from 691 to 791 for PNP-specific rounds (median = 748), and from 481 to 561 for general rounds (median = 496). It is worth noting that candidates who are nominated through the PNP automatically receive 600 points through the process.

The CRS cut-off scores of general rounds could be seen to increase in mid-year, as they were mainly above 500 once category-based selection was implemented on June 28th. All rounds of invitations were conducted in line with the associated Ministerial Instructions.

Table 10: Invitations to apply issued to candidates by economic immigration program by ITA date, 2023

Invitation to apply date	Round Type*	CRS cut-off	Canadian Experience Class	Provincial/ Territorial Nominee	Federal Skilled Worker	Skilled Trades	CBS**	Total ITAs Issued
2023-01-11	Generic	507	1,927	2,817	756			5,500
2023-01-18	Generic	490	3,628	592	1,280			5,500
2023-02-01	PNP	733		893				893
2023-02-02	FSW	489			3,300			3,300
2023-02-15	PNP	791		699				699
2023-03-01	PNP	748		667				667
2023-03-15	Generic	490	4,919	832	1,249			7,000
2023-03-23	Generic	484	4,302	445	2,252	1		7,000
2023-03-29	Generic	481	3,383	310	3,307			7,000
2023-04-12	Generic	486	2,437	474	589			3,500
2023-04-26	Generic	483	2,027	599	874			3,500
2023-05-10	PNP	691		589				589
2023-05-24	Generic	488	3,288	621	891			4,800
2023-06-08	Generic	486	3,025	970	805			4,800
2023-06-27	Generic	486	2,196	1,256	848			4,300
2023-06-28***	CBS HC	476					500	500
2023-07-04	Generic	511	269	370	61			700
2023-07-05	CBS STEM	486					500	500
2023-07-06	CBS HC	463					1,500	1,500
2023-07-07	CBS Fr Sp	439					2,300	2,300
2023-07-11	Generic	505	349	370	81			800
2023-07-12	CBS Fr Sp	375					3,800	3,800
2023-08-01	Generic	517	551	1,295	154			2,000
2023-08-02	CBS Fr Sp	435					800	800
2023-08-03	CBS Trades	388					1,500	1,500
2023-08-15	Generic	496	2,854	1,000	446			4,300
2023-09-19	Generic	531	424	2,643	133			3,200
2023-09-20	CBS Trans	435					1,000	1,000
2023-09-26	Generic	504	1,904	680	416			3,000
2023-09-27	CBS Fr Sp	472					500	500
2023-09-28	CBS Agr	354					600	600
2023-10-10	Generic	500	2,163	1,237	325			3,725
2023-10-24	PNP	776		1,548				1,548
2023-10-25	CBS Fr Sp	486					300	300
2023-10-26	CBS HC	431					3,600	3,600
2023-12-06	Generic	561	183	4,505	62			4,750
2023-12-07	CBS Fr Sp	470					1,000	1,000
2023-12-08	CBS STEM	481					5,900	5,900
2023-12-18	Generic	542	223	1,033	69			1,325
2023-12-19	CBS Trades	425					1,000	1,000
2023-12-20	CBS Trans	435					670	670
2023-12-21	CBS Agr	386					400	400
Total			**40,052**	**26,445**	**17,898**	**1**	**25,870**	**110,266**

Source: MBR_FACT_EE_ITA as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.

As seen in Table 10a, IRCC held category-based selection rounds from June 28, 2023 to December 21, 2023. The Department issued 25,870 ITAs through category-based selection rounds, representing 23% of the total number of ITAs issued in 2023. There were 12,073 candidates who qualified for CBS and received an ITA through CEC, followed by 13,790 candidates through FSWP and 7 candidates through FSTP.

There were 17 category-based selection rounds, with 6 French language-proficiency rounds yielding to 8,700 ITAs issued, 3 healthcare occupations rounds (5,600 ITAs), 2 STEM occupations rounds (6,400 ITAs), 2 trades occupations rounds (2,500 ITAs), 2 transport occupation rounds (1,670 ITAs) and 2 agriculture and agri-food occupations rounds (1,000 ITAs).

For the French language-proficiency rounds, the CRS cut-off scores ranged from 375 to 486 (median = 455) while for the healthcare occupation rounds, the CRS cut-off scores ranged from 431 to 476 (median = 463). For the STEM occupation rounds, the CRS cut-off scores ranged from 481 to 486 (median = 484) and from 354 to 386 (median = 370) for the agriculture and agri-food occupation rounds. Lastly, while the CRS cut-off scores remained at 435 for both of the transportation occupation rounds, it ranged from 388 to 425 (median = 407) for the trades occupation rounds. As a reminder, the 'cut off' score is simply the score of the last candidate invited in a category, and is a function of the number of invitations and the scores of those candidates eligible for a particular category.

Table 10a: Invitations to apply issued in CBS rounds by program to date, 2023

Date of ITA Round	Round Type	CRS cut-off	Canadian Experience Class	Federal Skilled Workers	Skilled Trades	CBS Total
2023-06-28*	CBS Healthcare Occupation	476	164	336		500
2023-07-05	CBS STEM Occupation	486	460	40		500
2023-07-06	CBS Healthcare Occupation	463	472	1,028		1,500
2023-07-07	CBS French-Speaker	439	166	2,134		2,300

Date	Category					Total
2023-07-12	CBS French-Speaker	375	133	3,663	4	3,800
2023-08-02	CBS French-Speaker	435	72	728		800
2023-08-03	CBS Trade	388	1,357	141	2	1500
2023-09-20	CBS Transport	435	757	243		1,000
2023-09-27	CBS French-Speaker	472	74	426		500
2023-09-28	CBS Agriculture	354	332	268		600
2023-10-25	CBS French-Speaker	486	69	231		300
2023-10-26	CBS Healthcare Occupation	431	1,624	1,976		3,600
2023-12-07	CBS French-Speaker	470	177	823		1,000
2023-12-08	CBS STEM Occupation	481	4,706	1,194		5,900
2023-12-19	CBS Trade	425	895	105		1,000
2023-12-20	CBS Transport	435	502	168		670
2023-12-21	CBS Agriculture	386	113	286	1	400
Total			**12,073**	**13,790**	**7**	**25,870****

Source: MBR_FACT_EE_ITA_CBS as of January 08, 2024
Data is operational and as such should be considered preliminary and subject to change.
* First CBS round started on June 28, 2023
**Actual ITAs issued under CBS categories since June 28, - December 31, 2023

Overall, when comparing Tables 11 and 12, it can be seen that men received the majority (57%) of invitations issued in 2023. When looking at the program type, men were issued higher proportions of invitations than women in both CEC (52% vs 46%, respectively) and PNP (26% and 21%, respectively). Furthermore, in contrast to 2022, where there was a somewhat similar proportion and number of invitations issued to men under CEC (42%) and PNP (43%), these proportions and number of invitations increased for CEC (52%) and decreased for PNP (26%) in 2023. Similar trend was seen for women as 39% of invitations were issued under CEC and PNP in 2022, while there was an increase in proportion for CEC (46%) and decrease in PNP (21%) in 2023.

Similar to 2022, women were issued a higher proportion (33%) of invitations than men (22%) under the FSWP. There were no invitations issued under the FSTP in 2022 for both genders while there were 8 invitations issued in 2023.

Table 11: Invitations to apply issued to candidates by economic immigration program – men, 2021-2023

Program	2021 #	2021%	2022 #	2022%	2023 #	2023%
Canadian Experience Class	57,491	87%	11,308	42%	32,290	52%
Provincial/Territorial Nominee	8,486	13%	11,675	43%	16,343	26%
Federal Skilled Worker			4,109	15%	14,002	22%
Skilled Trades					7	<1%
Total	**65,977**	**100%**	**27,092**	**100%**	**62,642**	**100%**

Source: MBR_FACT_EE_ITA as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.

Table 12: Invitations to apply issued to candidates by economic immigration program – women, 2021-2023

Program	2021 #	2021%	2022 #	2022%	2023 #	2023%
Canadian Experience Class	42,154	87%	7,587	39%	21,974	46%
Provincial/Territorial Nominees	6,292	13%	7,583	39%	10,100	21%
Federal Skilled Workers			4,276	22%	15,537	33%
Skilled Trades					1	<1%
Total	**48,446**	**100%**	**19,446**	**100%**	**47,612**	**100%**

Source: MBR_FACT_EE_ITA as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.

Tables 13 to 17 display the socio-demographic characteristics of candidates invited to apply for permanent residence, and show shifting trends between 2021 and 2023, largely attributable to the divergent invitation round strategies over previous years, including focusing on CEC and PNP eligible candidates in 2021, temporary pauses of general rounds in fall of 2021 and 2022 and the introduction of category-based selection in 2023.

In terms of the age of candidates invited to apply, the share of invitations issued to those aged 20-29 (the age category associated with the highest number of points under the CRS) remained the largest group in 2023 (54%), but experienced a decline from 2021 (64%) and slight increase from 2022 (50%). Those aged 30-34 represented the second largest age group and saw a slight decrease in 2023 (27%) from 2022 (29%).

Looking at the highest level of education of those invited to apply, in 2023, the largest proportion of invitations (46%) was issued to candidates with post-secondary credential of three years or longer, demonstrating an increase of 6 percentage points from 2022 (40%). This was followed by candidates with master's

degree and entry-to-practice professional degree (43%), which decreased from 2022 (46%). The proportion of candidates with one or two year post-secondary credential as well as high school or less decreased in 2023 from 2021 and those with PhDs increased slightly in proportion over the same period. Overall candidates who received ITAs remained highly educated, with 92% claiming to hold a post-secondary educational credential of at least three years, which was a slight increase from 2022 (90%).

When considering the first official language proficiency of candidates invited to apply, general skill level slightly decreased in 2023. In 2022, the most common *Canadian Language Benchmarks (CLB)/Niveaux de compétence linguistique canadiens (NCLC)* level was 9 (33%) followed by level 10 (21%). Whereas in 2023, the most common CLB/NCLC level was 9 (31%) followed by level 7 (24%). However, when compared to 2021, these are higher proficiency levels than 2021, where the most common CLB/NCLC level of candidates invited were 7 (41%) and 8 (22%).

Looking at Canadian work experience (Table 16), in 2023, a majority of candidates invited to apply (63%) had at least one year of eligible Canadian work experience. This is a slight increase from 2022 (62%), but a decline from 2021 where a significant proportion (92%) of candidates invited to apply had at least one year of eligible Canadian work experience. This can be attributed to the Department's ITA strategy in 2021 as 87% (Table 11) of the ITAs were issued under the CEC, a program that requires Canadian work experience. In 2023 (Table 16), 36% of invitations went to candidates with at least one year of eligible Canadian work experience followed by 33% of invitations being issued to candidates with no Canadian work experience. The proportion of candidates with 3 or more years of foreign experience in 2023 (56%) was somewhat similar to the proportion in 2022 (58%) (Table 17). The similarity in proportions (27% in 2022 versus 28% in 2023) were also seen in the proportion of candidates with no foreign work experience or less than one year foreign work experience.

Table 13: Invitations to apply issued to candidates by age, 2021-2023

Age category	2021 #	2021%	2022 #	2022%	2023 #	2023%
<20	9	<1%			2	<1%
20-29	73,689	64%	23,305	50%	59,938	54%
30-34	21,518	19%	13,721	29%	29,627	27%
35-39	10,870	9%	6,156	13%	13,481	12%
40-44	5,240	5%	2,213	5%	4,916	4%
45+	3,101	3%	1,143	2%	2,300	2%
Total	**114,431**	**100%**	**46,539**	**100%**	**110,266**	**100%**

Table 14: Invitations to apply issued to candidates by highest level of education, 2021-2023

	2021		2022		2023	
Education level	#	%	#	%	#	%
High school or less	3,404	3%	540	1%	810	1%
One or two year post-secondary credential	25,476	22%	4,050	9%	7,819	7%
Post-secondary credential of three years or longer	61,226	54%	18,588	40%	50,294	46%
Master's Degree or entry-to-practice professional degree	22,215	19%	21,278	46%	47,529	43%
PhD	2,110	2%	2,083	4%	3,814	3%
Total	**114,431**	**100%**	**46,539**	**100%**	**110,266**	**100%**

Table 15: Invitations to apply issued to candidates by first official language proficiency level, 2021-2023

First official language Level	2021 #	2021 %	2022 #	2022 %	2023 #	2023 %
CLB/NCLC 4	31	<1%	7	<1%	5	<1%
CLB/NCLC 5	5,161	5%	817	2%	1,192	1%
CLB/NCLC 6	13,551	12%	2,094	4%	3,849	3%
CLB/NCLC 7	47,271	41%	9,444	20%	26,173	24%
CLB/NCLC 8	25,457	22%	8,709	19%	25,214	23%
CLB/NCLC 9	14,959	13%	15,587	33%	33,872	31%
CLB/NCLC 10	8,001	7%	9,881	21%	19,961	18%
Total	**114,431**	**100%**	**46,539**	**100%**	**110,266**	**100%**

Table 16: Invitations to apply issued to candidates by amount of Canadian work experience, 2021-2023

Experience level	2021 #	2021%	2022 #	2022%	2023 #	2023%
Less than one year	1,178	1%	1,957	4%	4,126	4%
1 year	74,375	65%	18,986	41%	40,033	36%
2 years	23,465	21%	7,246	16%	25,127	23%
3 years	4,119	4%	1,528	3%	3,255	3%

4 years	1,021	1%	480	1%	872	1%
5 years or more	791	1%	276	1%	506	0%
None	9,482	8%	16,066	35%	36,347	33%
Total	**114,431**	**100%**	**46,539**	**100%**	**110,266**	**100%**

Source: MBR_FACT_EE_ITA as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.

Table 17: Invitations to apply issued to candidates by amount of foreign work experience, 2021-2023

	2021		2022		2023	
Experience level	**#**	**%**	**#**	**%**	**#**	**%**
No foreign work experience or less than one year	66,344	58%	12,569	27%	31,276	28%
1 year	7,482	7%	3,796	8%	9,576	9%
2 years	5,621	5%	3,267	7%	7,077	6%
3 years	6,661	6%	6,035	13%	14,706	13%
4 years	5,515	5%	4,621	10%	11,908	11%
5 years or more	22,808	20%	16,251	35%	35,723	32%
Total	**114,431**	**100%**	**46,539**	**100%**	**110,266**	**100%**

Source: MBR_FACT_EE_ITA as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.

Table 18 provides information on (a) invitations issued to candidates who were assigned additional points in each category and (b) invitations issued to candidates who met relevant criteria for the category but were not necessarily assigned points.[vii] A maximum of 600 total additional points can be assigned under the CRS, meaning candidates assigned 600 points for a provincial nomination cannot be assigned other additional points, even if they meet the criteria. For example, in 2023, while 20,716 ITAs were issued to candidates who met criteria for Arranged Employment points, only 17,881 of these candidates were assigned the points in their CRS scores. Data are provided for both candidates who met criteria for and were assigned additional points to facilitate comparison, as well as to reflect the fuller characteristics of candidates who were invited to apply for permanent residence.[viii] In 2023, less than one half of ITAs (34%) were issued on the basis of human capital attributes alone (i.e., to candidates who did not meet criteria for any additional points).

In 2020, the number of additional points for French-language proficiency was increased. However, in 2021, fewer invitations were sent to candidates who were assigned and met criteria for that points category; this is likely due to the shift to

CEC-specific rounds, as historically, most French-speaking candidates have been eligible to be invited under the FSWP but not the CEC. In 2022, with the recommencement of invitations under the FSWP, there was a considerable increase in ITAs issued to French-speaking candidates. In 2023, this trend continued as the number of invitations that were sent to candidates who were assigned and met criteria for French-language proficiency points doubled when compared to 2022 invitation numbers, in part thanks to the launch of the French-proficiency category.

Table 18: Invitations to apply issued to candidates assigned additional points (a) and invitations to apply issued to candidates that met relevant criteria of additional points (b) -not mutually exclusive, 2021-2023

Additional point type*						
(a) Assigned additional points	**2021#**	**2021%**	**2022#**	**2022%**	**2023#**	**2023%**
No Additional Points	30,796	34%	20,933	45%	37,268	34%
Provincial Nominee	14,778	24%	19,258	41%	26,445	24%
Arranged Employment	18,473	16%	7,350	16%	17,881	16%
Education in Canada	67,410	36%	12,625	27%	40,027	36%
French-language proficiency	1,282	14%	6,251	13%	14,944	14%
Siblings in Canada	9,242	15%	4,937	11%	16,226	15%
(b) Met criteria for points						
No Additional Points	23,481	21%	8,953	19%	19,830	18%
Provincial Nominee	14,778	13%	19,258	41%	26,445	24%
Arranged Employment	20,299	18%	9,583	21%	20,716	19%
Education in Canada	70,184	61%	19,587	42%	50,987	46%
French-language proficiency	2,517	2%	7,561	16%	15,812	14%
Siblings in Canada	11,551	10%	7,766	17%	20,823	19%
Total	**114,431**	**100%**	**46,539**	**100%**	**110,266**	**100%**

Source: MBR_FACT_EE_ITA as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.

*Please note that candidates can qualify for multiple additional point types. Therefore, the sum of candidates by additional point type may exceed the total number of candidates issued additional points.

Tables 19 to 22 provide information on invitations issued to men and women who met the criteria to receive each additional point type. Education in Canada (50,987) and Sibling in Canada (20,823) were the most common additional point types for which both men and women met criteria in 2023. While Education in Canada (29,975) and Arranged Employment (13,551) remained as the most common additional point type for men, the most common additional point type for women

was Education in Canada (21,006) and Siblings in Canada (10,325) in 2023. The share of additional points for Arranged Employment for both genders remained stable over the last three years, with men meeting the criteria at a higher proportion (65%) than women (35%). There number of ITAs issued to men for meeting the criteria for Siblings in Canada (10,497) was somewhat similar to those issued to women (10,325). Furthermore, women (51%) met the criteria for French-language proficiency points at a slightly higher proportion to men (49%) in 2023.

Table 19: Invitations to apply issued to candidates that met the criteria for Arranged Employment points by gender, 2021-2023

Gender	2021 #	2021%	2022 #	2022%	2023 #	2023%
Men	13,352	66%	6,195	65%	13,551	65%
Women	6,946	34%	3,388	35%	7,163	35%
Total	**20,299**	**100%**	**9,583**	**100%**	**20,716**	**100%**

Source: MBR_FACT_EE_ITA as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.

Table 20: Invitations to apply issued to candidates that met the criteria for Education in Canada points by gender, 2021-2023

Gender	2021 #	2021%	2022 #	2022%	2023 #	2023%
Men	38,903	55%	11,819	60%	29,975	59%
Women	31,274	45%	7,768	40%	21,006	41%
Total	**70,184**	**100%**	**19,587**	**100%**	**50,987**	**100%**

Source: MBR_FACT_EE_ITA as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.

Table 21: Invitations to apply issued to candidates that met the criteria for French-language proficiency points by gender, 2021-2023

Gender	2021 #	2021%	2022 #	2022%	2023 #	2023%
Men	1,269	50%	3,529	47%	7,712	49%
Women	1,248	50%	4,031	53%	8,100	51%
Total	**2,517**	**100%**	**7,561**	**100%**	**15,812**	**100%**

Source: MBR_FACT_EE_ITA as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.

Table 22: Invitations to apply issued to candidates that met the criteria for Siblings in Canada points by gender, 2021-2023

Gender	2021 #	2021%	2022 #	2022%	2023 #	2023%
Men	6,312	55%	4,007	52%	10,497	50%
Women	5,239	45%	3,759	48%	10,325	50%

| Total | 11,551 | 100% | 7,766 | 100% | 20,823 | 100% |

As seen in Table 23, in 2023, there were some shifts from previous years in the most common primary occupations among candidates invited to apply for permanent residency through EE. While in 2021, the shift to CEC- and PNP-specific rounds of invitations resulted in a significantly higher number of candidates with TEER 2 occupations (i.e., occupations that usually require a college diploma, including occupations that require apprenticeship training of 2 or more years, or supervisory occupations), candidates with TEER 1 occupations (occupations that usually require a university degree) made-up a significant proportion of ITAs in 2022 and 2023. While in 2022, software engineers and designers, information systems specialists and computer systems developers and programmers, which are related mainly to the technological field, were the most common occupations and made-up a significant proportion of the candidates invited to apply through EE, there were some shifts in 2023. Individuals with primary occupation as software engineers and designers, software developers and programmers and food service supervisors made-up a significant portion of the candidates in 2023. When considering the "other" most common primary occupations among the candidates invited, there is an increasing diversity in occupations throughout the last three years, as candidates with "other" primary occupations made 48% of the ITAs in 2021, 59% in 2022 and 64% in 2023.

Table 23: Most common primary occupations, upon invitation to apply – total, 2021-2023

Primary Occupation	TEER	2021#	Primary Occupation	TEER	2022#	Primary Occupation	TEER	2023 #
62020 Food service supervisors	2	13,097	21231 Software engineers and designers	1	3,848	21231 Software engineers and designers	1	7,259
13200 Customs, ship and other brokers	3	6,017	21222 Information systems specialists	1	1,889	21232 Software developers and programmers	1	5,183
62010 Retail sales supervisors	2	5,020	21230 Computer systems developers and programmers	1	1,855	62020 Food service supervisors	2	3,277

21231 Software engineers and designers	1	4,916	62020 Food service supervisors	2	1,558	21222 Information systems specialists	1	2,951
63200 Cooks	3	4,624	11202 Professional occupations in advertising, marketing and public relations	1	1,025	13110 Administrative assistants	3	2,538
21230 Computer systems developers and programmers	1	3,878	21223 Database analysts and data administrators	1	1,025	21223 Database analysts and data administrators	1	2,151
21222 Information systems specialists	1	3,056	41200 University professors and lecturers	1	955	11202 Professional occupations in advertising, marketing and public relations	1	2,142
22221 User support technicians	2	3,001	13200 Customs, ship and other brokers	3	945	11100 Financial auditors and accountants	1	2,090
60030 Restaurant and food service managers	0	2,977	11201 Professional occupations in business management consulting	1	901	22221 User support technicians	2	1,844
13100 Administrative officers	3	2,723	11100 Financial auditors and accountants	1	857	20012 Computer and information systems managers	0	1,841
12013 Supervisors, supply chain, tracking and scheduling coordination occupations	2	2,539	20012 Computer and information systems managers	0	855	13100 Administrative officers	3	1,747
60020 Retail and wholesale trade managers	0	2,332	22221 User support technicians	2	842	21211 Data scientists	1	1,654
12200	2	2,172	10022	0	812	21221 Business	1	1,600

Accounting technicians and bookkeepers			Advertising, marketing and public relations managers			systems specialists		
42202 Early childhood educators and assistants	2	1,650	13100 Administrative officers	3	800	12200 Accounting technicians and bookkeepers	2	1,599
63102 Financial sales representatives	3	1,594	63200 Cooks	3	728	21230 Computer systems developers and programmers	1	1,475
Other		54,835	Other		27,644	Other		70,915
Total		**114,431**	**Total**		**46,539**	**Total**		**110,266**

Source: MBR_FACT_EE_ITA as of January 08, 2024
Data is operational and as such should be considered preliminary and subject to change.

TEER Definition
TEER 0: Management occupations examples Advertising, marketing and public relations managers, financial managers
TEER 1: Occupations that usually require a university degree, examples - Financial advisors, Software engineers
TEER 2: Occupations that usually require a college diploma, including occupations that require apprenticeship training of 2 or more years, or supervisory occupations
TEER 3: Occupations that usually require, a college diploma, including occupations that require apprenticeship training of less than 2 years, or more than 6 months of on-the-job training

As seen in Table 24 and 25, there were differences in the 15 most common primary occupations at the time of invitation for men and women in 2023. While the most common primary occupation at the time of invitation in 2023 were identical (software engineers and designers), men and women's other top occupations differed to some extent. For example, almost half of the primary occupations were shared among both genders although their order of precedence differed. In addition, for women, ten primary occupations were TEER 1 whereas for men, nine occupations were TEER 1.

The top 15 occupations amongst men that were not in the top 15 for women include: computer and information systems managers, user support technicians, computer systems developers and programmers, data scientists, transport truck drivers, welders and related machine operators, business systems specialists, civil engineers and retail sales supervisors.

The top 15 occupations amongst women that were not in the top 15 for men include: administrative assistants, professional occupations in advertising, marketing and public relations, administrative officers, dentists, registered nurses

and registered psychiatric nurses, accounting technicians and bookkeepers, early childhood educators and assistants, general practitioners and family physicians, and university professors and lecturers.

Table 24: Most common primary occupations, upon invitation to apply – men, 2021-2023

Primary Occupation	TEER	2021#	Primary Occupation	TEER	2022#	Primary Occupation	TEER	2023#
62020 Food service supervisors	2	5,176	21231 Software engineers and designers	1	2,945	21231 Software engineers and designers	1	5,482
21231 Software engineers and designers	1	3,806	21230 Computer systems developers and programmers	1	1,402	21232 Software developers and programmers	1	3,804
63200 Cooks	3	3,119	21222 Information systems specialists	1	1,250	21222 Information systems specialists	1	2,003
62010 Retail sales supervisors	2	3,096	62020 Food service supervisors	2	684	20012 Computer and information systems managers	0	1,333
21230 Computer systems developers and programmers	1	2,991	21223 Database analysts and data administrators	1	662	62020 Food service supervisors	2	1,332
21222 Information systems specialists	1	2,233	20012 Computer and information systems managers	0	624	21223 Database analysts and data administrators	1	1,286
22221 User support technicians	2	1,949	41200 University professors and lecturers	1	553	22221 User support technicians	2	1,187
12013 Supervisors, supply chain, tracking and scheduling coordination occupations	2	1,830	22221 User support technicians	2	528	21230 Computer systems developers and programmers	1	1,096
13200 Customs, ship and other brokers	3	1,747	11201 Professional occupations in business	1	471	21211 Data scientists	1	1,090

Occupation	TEER	Count	Occupation	TEER	Count	Occupation	TEER	Count
			management consulting					
60020 Retail and wholesale trade managers	0	1,469	63200 Cooks	3	467	73300 Transport truck drivers	3	1,065
60030 Restaurant and food service managers	0	1,399	00012 Senior managers - financial, communications and other business services	0	462	72106 Welders and related machine operators	2	1,059
72100 Machinists and machining and tooling inspectors	2	1,276	72100 Machinists and machining and tooling inspectors	2	456	21221 Business systems specialists	1	947
20012 Computer and information systems managers	0	1,073	62100 Technical sales specialists - wholesale trade	2	445	11100 Financial auditors and accountants	1	923
72205 Telecommunications equipment installation and cable television service technicians	2	957	62010 Retail sales supervisors	2	435	21300 Civil engineers	1	864
13100 Administrative officers	3	946	21234 Web developers and programmers	1	424	62010 Retail sales supervisors	2	852
Other		32,910	Other		15,284	Other		38,319
Total		**65,977**	**Total**		**27,092**	**Total**		**62,642**

TEER Definition
TEER 0: Management occupations examples Advertising, marketing and public relations managers, financial managers
TEER 1: Occupations that usually require a university degree, examples - Financial advisors, Software engineers
TEER 2: Occupations that usually require a college diploma, including occupations that require apprenticeship training of 2 or more years, or supervisory occupations
TEER 3: Occupations that usually require, a college diploma, including occupations that require apprenticeship training of less than 2 years, or more than 6 months of on-the-job training

Table 25: Most common primary occupations, upon invitation to apply – women, 2021-2023

Primary occupation	TEER	2021#	Primary Occupation	TEER	2022#	Primary Occupation	TEER	2023#
62020 Food service supervisors	2	7,921	21231 Software engineers and designers	1	903	62020 Food service supervisors	2	1,945
13200 Customs, ship and other brokers	3	4,268	62020 Food service supervisors	2	874	13110 Administrative assistants	3	1,893
62010 Retail sales supervisors	2	1,924	13200 Customs, ship and other brokers	3	706	21231 Software engineers and designers	1	1,776
13100 Administrative officers	3	1,776	21222 Information systems specialists	1	639	21232 Software developers and programmers	1	1,378
42202 Early childhood educators and assistants	2	1,580	11202 Professional occupations in advertising, marketing and public relations	1	637	11202 Professional occupations in advertising, marketing and public relations	1	1,326
60030 Restaurant and food service managers	0	1,578	13100 Administrative officers	3	555	11100 Financial auditors and accountants	1	1,167
63200 Cooks	3	1,505	42202 Early childhood educators and assistants	2	489	13100 Administrative officers	3	1,129
12200 Accounting technicians and bookkeepers	2	1,381	10022 Advertising, marketing and public relations managers	0	485	31110 Dentists	1	1,042
21231 Software engineers and designers	1	1,110	11100 Financial auditors and accountants	1	479	31301 Registered nurses and registered psychiatric nurses	1	1,014
22221 User support technicians	2	1,051	21230 Computer systems developers and programmers	1	453	21222 Information systems specialists	1	948
11202 Professional occupations in advertising,	1	944	11201 Professional occupations in business	1	430	12200 Accounting technicians and bookkeepers	2	938

	TEER	#		TEER	#		TEER	#
marketing and public relations			management consulting					
21230 Computer systems developers and programmers	1	887	12200 Accounting technicians and bookkeepers	2	423	42202 Early childhood educators and assistants	2	929
60020 Retail and wholesale trade managers	0	863	41200 University professors and lecturers	1	402	21223 Database analysts and data administrators	1	865
21222 Information systems specialists	1	823	31301 Registered nurses and registered psychiatric nurses	1	386	31102 General practitioners and family physicians	1	850
63102 Financial sales representatives	3	799	21223 Database analysts and data administrators	1	363	41200 University professors and lecturers	1	702
Other		20,036	Other		11,222	Other		29,710
Total		**48,446**	**Total**		**19,446**	**Total**		**47,612**

Source: MBR_FACT_EE_ITA as of January 08, 2024
Data is operational and as such should be considered preliminary and subject to change.

TEER Definition
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Table 26 displays the most common occupations among candidates invited to apply who were assigned Arranged Employment points. Candidates most likely to have Arranged Employment remained software engineers and designers in both 2022 and 2023. In 2023, there was a greater diversity among the TEER categories of the top 15 occupations, including three TEER 0 occupations, five TEER 1 occupations, two TEER 2 occupations and four TEER 3 occupations.

Table 26: Most common occupations of candidates assigned Arranged Employment points, upon invitation to apply – total, 2021-2023

Primary Occupation with assigned arranged employment point	TEER	2021#	Primary Occupation with assigned arranged employment point	TEER	2022#	Primary Occupation with assigned arranged employment point	TEER	2023#

Occupation	#	Value	Occupation	#	Value	Occupation	#	Value
62020 Food service supervisors	2	2,698	21231 Software engineers and designers	1	889	21231 Software engineers and designers	1	2,016
63200 Cooks	3	1,770	21230 Computer systems developers and programmers	1	512	62020 Food service supervisors	2	1,477
21230 Computer systems developers and programmers	1	1,187	00012 Senior managers - financial, communications and other business services	0	457	21232 Software developers and programmers	1	1,008
21231 Software engineers and designers	1	1,111	21222 Information systems specialists	1	441	21222 Information systems specialists	1	956
21222 Information systems specialists	1	835	41200 University professors and lecturers	1	407	00012 Senior managers - financial, communications and other business services	0	733
62010 Retail sales supervisors	2	669	62020 Food service supervisors	2	375	21230 Computer systems developers and programmers	1	666
20012 Computer and information systems managers	0	599	00015 Senior managers - construction, transportation, production and utilities	0	305	13110 Administrative assistants	3	576
13200 Customs, ship and other brokers	3	552	00014 Senior managers - trade, broadcasting and other services	0	206	20012 Computer and information systems managers	0	526
60030 Restaurant and food service managers	0	454	20012 Computer and information systems managers	0	206	41200 University professors and lecturers	1	526
42202 Early childhood educators and assistants	2	375	13100 Administrative officers	3	150	00015 Senior managers - construction, transportation, production and utilities	0	476
13100 Administrative officers	3	364	63200 Cooks	3	150	13100 Administrative officers	3	430
41200 University professors and lecturers	1	340	13200 Customs, ship and other brokers	3	145	63200 Cooks	3	420
82030 Agricultural service contractors and farm supervisors	2	292	21223 Database analysts and data administrators	1	137	00014 Senior managers - trade, broadcasting and other services	0	350
62200 Chefs	2	246	12200 Accounting technicians and bookkeepers	2	125	62010 Retail sales supervisors	2	339

12013 Supervisors, supply chain, tracking and scheduling coordination occupations	2	235	52120 Graphic designers and illustrators	2	98	73300 Transport truck drivers	3	334
Other		6,746	Other		2,747	Other		7,048
Total		**18,473**	**Total**		**7,350**	**Total**		**17,881**

Source: MBR_FACT_EE_ITA as of January 08, 2024
Data is operational and as such should be considered preliminary and subject to change.

TEER Definition
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Table 27 and 28 show the most common occupations for candidates with Arranged Employment points who received ITAs, broken down by gender. The most common occupations among invited men (6) with Arranged Employment points included slightly more TEER 1 occupations in comparison to their female counterparts (5). Women's top occupation, food service supervisors, remained the same from 2021 to 2023. Similarly, men's top occupation remained software engineers and designers from 2021 to 2023. The top six occupations changed for men from 2022 to 2023 as there was a shift towards a mix of TEER 0, 1 and 2 occupations when compared to 2022, where the top six occupations consisted of only TEER 1 and TEER 0 occupations. There were also some modest changes to the top six occupations for women from 2022 to 2023 where senior managers-financial, communications and other business services dropped from the top six occupations and administrative officers joined the top six in 2023. There was also a higher proportion of candidates in TEER 1 occupations, followed by TEER 3, and TEER 2.

Table 27: Most common occupations of candidates assigned Arranged Employment points, upon invitation to apply – men, 2021-2023

Primary Occupation with assigned arranged employment point	TEER	2021#	Primary Occupation with assigned arranged employment point	TEER	2022#	Primary Occupation with assigned arranged employment point	TEER	2023#
63200 Cooks	3	1,282	21231 Software engineers and designers	1	723	21231 Software engineers and designers	1	1,629
62020 Food service supervisors	2	1,119	21230 Computer systems developers and programmers	1	429	21232 Software developers and programmers	1	788
21230 Computer systems developers and programmers	1	1,042	00012 Senior managers - financial, communications	0	353	21222 Information systems specialists	1	730

			and other business services					
21231 Software engineers and designers	1	977	21222 Information systems specialists	1	330	00012 Senior managers - financial, communications and other business services	0	585
21222 Information systems specialists	1	715	41200 University professors and lecturers	1	246	62020 Food service supervisors	2	581
20012 Computer and information systems managers	0	543	00015 Senior managers - construction, transportation, production and utilities	0	242	21230 Computer systems developers and programmers	1	518
62010 Retail sales supervisors	2	461	20012 Computer and information systems managers	0	162	20012 Computer and information systems managers	0	433
72310 Carpenters	2	228	00014 Senior managers - trade, broadcasting and other services	0	148	00015 Senior managers - construction, transportation, production and utilities	0	356
82030 Agricultural service contractors and farm supervisors	2	215	62020 Food service supervisors	2	145	73300 Transport truck drivers	3	325
13200 Customs, ship and other brokers	3	206	21223 Database analysts and data administrators	1	98	41200 University professors and lecturers	1	292
41200 University professors and lecturers	1	202	63200 Cooks	3	87	63200 Cooks	3	268
00012 Senior managers- financial, communications and other business services	0	196	62010 Retail sales supervisors	2	66	00014 Senior managers - trade, broadcasting and other services	0	226
12013 Supervisors, supply chain, tracking and scheduling coordination occupations	2	192	52120 Graphic designers and illustrators	2	57	62010 Retail sales supervisors	2	210
60030 Restaurant and food service managers	0	187	31100 Specialists in clinical and laboratory medicine	1	53	21221 Business systems specialists	1	174
13100 Administrative officers	3	140	21234 Web developers and programmers	1	52	13100 Administrative officers	3	170
Other		4,434	Other		1,552	Other		4,253
Total		**12,139**	**Total**		**4,743**	**Total**		**11,538**

TEER Definition
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TEER 2: Occupations that usually require a college diploma, including occupations that require apprenticeship training of 2 or more years, or supervisory occupations
TEER 3: Occupations that usually require, a college diploma, including occupations that require apprenticeship training of less than 2 years, or more than 6 months of on-the-job training

Table 28: Most common Arranged Employment occupations, upon invitation to apply – women, 2021-2023

Primary Occupation with assigned arranged employment point	TEER	2021#	Primary Occupation with assigned arranged employment point	TEER	2022#	Primary Occupation with assigned arranged employment point	TEER	2023#
62020 Food service supervisors	2	1,615	62020 Food service supervisors	2	230	62020 Food service supervisors	2	896
63200 Cooks	3	588	21231 Software engineers and designers	1	166	13110 Administrative assistants	3	431
42202 Early childhood educators and assistants	2	364	41200 University professors and lecturers	1	161	21231 Software engineers and designers	1	387
13200 Customs, ship and other brokers	3	357	21222 Information systems specialists	1	111	13100 Administrative officers	3	260
60030 Restaurant and food service managers	0	242	13100 Administrative officers	3	106	41200 University professors and lecturers	1	233
13100 Administrative officers	3	224	00012 Senior managers - financial, communications and other business services	0	104	21222 Information systems specialists	1	226
62010 Retail sales supervisors	2	213	13200 Customs, ship and other brokers	3	104	21232 Software developers and programmers	1	220
21230 Computer systems developers and programmers	1	145	21230 Computer systems developers and programmers	1	83	12200 Accounting technicians and bookkeepers	2	180
41200 University professors and lecturers	1	143	12200 Accounting technicians and bookkeepers	2	81	63200 Cooks	3	152
21222 Information systems specialists	1	136	00015 Senior managers - construction, transportation, production and utilities	0	63	00012 Senior managers - financial, communications and other business services	0	148

12200 Accounting technicians and bookkeepers	2	121	63200 Cooks	3	63	21230 Computer systems developers and programmers	1	148
21231 Software engineers and designers	1	112	00014 Senior managers - trade, broadcasting and other services	0	58	62010 Retail sales supervisors	2	129
42204 Religion workers	2	92	11201 Professional occupations in business management consulting	1	48	00014 Senior managers - trade, broadcasting and other services	0	124
63202 Bakers	3	91	11202 Professional occupations in advertising, marketing and public relations	1	44	00015 Senior managers - construction, transportation, production and utilities	0	120
82030 Agricultural service contractors and farm supervisors	2	79	20012 Computer and information systems managers	0	44	60030 Restaurant and food service managers	0	113
Other		1,811	Other		1,141	Other		2,574
Total		**6,333**	**Total**		**2,607**	**Total**		**6,341**

Source: MBR_FACT_EE_ITA as of January 08, 2024
Data is operational and as such should be considered preliminary and subject to change.

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TEER 3: Occupations that usually require, a college diploma, including occupations that require apprenticeship training of less than 2 years, or more than 6 months of on-the-job training

Table 29 shows that the three most common countries of residence among candidates who received an ITA changed slightly from 2022 to 2023. While Canada has consistently been the top country of residence of candidates who receive an ITA, the proportion of ITAs issued to this group remained about the same at 70% (2023) compared to 68% (2022). Over the same period, the proportion of invited candidates who indicated India as their country of residence decreased slightly from 8% in 2022 to 7% in 2023. While Nigeria was among the top three most common countries of residence in 2022, Cameroon took over the spot in 2023.

Table 29: Most common countries of residence among candidates who received an invitation to apply – total, 2021-2023

Country of residence	2021 #	Country of residence	2022 #	Country of residence	2023 #
Canada	102,946	Canada	31,666	Canada	76,791
India	3,728	India	3,725	India	7,394
Nigeria	1,392	Nigeria	1,706	Federal Republic of Cameroon	3,828
United States of America	867	Federal Republic of Cameroon	1,059	Nigeria	3,822
People's Republic of China	715	United States of America	871	United States of America	2,526
United Arab Emirates	463	Morocco	785	Morocco	1,681
United Kingdom and Overseas Territories	387	United Arab Emirates	670	Algeria	1,349
Pakistan	263	Lebanon	554	Pakistan	1,173
Morocco	231	Algeria	549	United Kingdom and Overseas Territories	1,157
Lebanon	199	United Kingdom and Overseas Territories	368	United Arab Emirates	1,051
Other	3,240	Other	4,586	Other	9,494
Total	**114,431**	**Total**	**46,539**	**Total**	**110,266**

Source: MBR_FACT_EE_ITA as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.

As displayed in Tables 30 and 31, the most common countries of residence varied slightly for both men and women in 2022 and 2023. While Canada and India were the top two common countries of residence for both genders, the top third common country was Cameroon for men and Nigeria for women. In 2023, a smaller proportion of women (63%) than men (75%) indicated Canada as their country of residence.

Table 30: Most common countries of residence among candidates who received an invitation to apply – men, 2021-2023

Country of residence	2021 #	Country of residence	2022 #	Country of residence	2023 #
Canada	59,788	Canada	19,634	Canada	46,758
India	2,111	India	1,974	India	3,440
Nigeria	599	Nigeria	684	Federal Republic of Cameroon	1,787
United States of America	584	United States of America	519	United States of America	1,431
People's Republic of China	288	Federal Republic of Cameroon	478	Nigeria	1,385
United Arab Emirates	247	Morocco	368	Morocco	832
United Kingdom and Overseas Territories	225	United Arab Emirates	329	Algeria	637
Pakistan	167	Algeria	240	Pakistan	568
Morocco	120	Pakistan	202	United Arab Emirates	528
Australia	106	France	200	United Kingdom and Overseas Territories	517
Other	1,742	Other	2,464	Other	4,759
Total	**65,977**	**Total**	**27,092**	**Total**	**62,642**

Source: MBR_FACT_EE_ITA as of January 08, 2024
Data is operational and as such should be considered preliminary and subject to change.

Table 31: Most common countries of residence among candidates who received an invitation to apply – women, 2021-2023

Country of residence	2021 #	Country of residence	2022 #	Country of residence	2023 #
Canada	43,150	Canada	12,032	Canada	30,025
India	1,617	India	1,751	India	3,953
Nigeria	793	Nigeria	1,022	Nigeria	2,436
People's Republic of China	427	Federal Republic of Cameroon	581	Federal Republic of Cameroon	2,041
United States of America	283	Morocco	417	United States of America	1,095
United Arab Emirates	216	Lebanon	359	Morocco	849
United Kingdom and Overseas Territories	162	United States of America	352	Algeria	712
Lebanon	127	United Arab Emirates	341	United Kingdom and Overseas Territories	640
Morocco	111	Algeria	309	Pakistan	605
Pakistan	96	United Kingdom and Overseas Territories	196	United Arab Emirates	523
Other	1,464	Other	2,086	Other	4,733
Total	**48,446**	**Total**	**19,446**	**Total**	**47,612**

Source: MBR_FACT_EE_ITA as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change

As displayed in Table 32, the top five countries of citizenship among candidates who received an ITA remained the same in 2022 and 2023. While India remained the most common country of citizenship by a significant margin, the margin increased slightly in 2023 (47%) compared to 2022 (45%). India and the People's Republic of China remained in the top three countries of citizenship since 2021.

Looking at the top 10 most common countries of citizenship among candidates who received an ITA, notable changes from 2022 to 2023 include:
Philippines moved up from ninth to sixth most common country of citizenship;
France fell out of the top 10 from 2022 to 2023;
Brazil and Algeria entered among the top 10 most county of citizenship in 2023;
Morocco dropped from seventh to eight most common country of citizenship from 2022 to 2023; and,
Pakistan moved up from tenth to seventh most common country of citizenship from 2022 to 2023.
From 2022 to 2023, the proportion of citizenships outside the top 10 (i.e. "Other in Table 32) decreased from 28% in 2022 to 25% in 2023.

Table 32: Most common countries of citizenship among candidates who received an invitation to apply-total, 2021-2023

Country of citizenship	2021 #	Country of citizenship	2022 #	Country of citizenship	2023 #
India	65,567	India	20,801	India	52,106
People's Republic of China	9,590	Nigeria	2,917	Nigeria	7,263
Korea, Republic of	3,131	People's Republic of China	2,461	People's Republic of China	5,854
Nigeria	3,126	Federal Republic of Cameroon	1,218	Federal Republic of Cameroon	4,335
Brazil	2,880	Iran	1,214	Iran	2,693
Philippines	2,428	France	1,081	Philippines	2,593
United Kingdom and Overseas Territories	2,306	Morocco	974	Pakistan	2,565
Iran	1,701	United States of America	960	Morocco	2,049
Socialist Republic of Vietnam	1,514	Philippines	934	Brazil	1,777
Republic of Ireland	1,351	Pakistan	922	Algeria	1,592
Other	20,837	Other	13,057	Other	27,439
Total	**114,431**	**Total**	**46,539**	**Total**	**110,266**

Source: MBR_FACT_EE_ITA as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.

Tables 33 and 34 display the gender breakdown by most common country of citizenship among candidates who received ITAs. The tables show that India, the People's Republic of China, and Nigeria were the most common countries of citizenship for both men and women who were invited to apply for permanent residence in 2023. Men with Indian citizenship (52%) continued to have a greater proportion of ITAs then women (41%). Women with Chinese citizenship (6%) and Nigerian citizenship (9%) had a slightly larger proportion of ITAs issued than men with Chinese (4%) and Nigerian (5%) citizenship. There were some differences in the top 10 countries amongst men and women in 2023. For example, Brazil and United Kingdom and Overseas Territories were in the top 10 countries for men, but not women, while Algeria and France were in the top 10 countries for women, but not men.

Table 33: Most common country of citizenship among candidates who received an invitation to apply–men, 2021-2023

Country of citizenship	2021 #	Country of citizenship	2022 #	Country of citizenship	2023 #
India	39,991	India	13,349	India	32,441
People's Republic of China	4,237	Nigeria	1,278	Nigeria	2,979
Brazil	1,753	People's Republic of China	1,222	People's Republic of China	2,806
Nigeria	1,560	Iran	716	Federal Republic of Cameroon	2,093
United Kingdom and Overseas Territories	1,437	Pakistan	631	Pakistan	1,596
Korea, Republic of	1,339	France	565	Iran	1,443
Iran	1,030	Federal Republic of Cameroon	562	Brazil	1,094
Philippines	1,014	United Kingdom and Overseas Territories	547	Philippines	1,057
Pakistan	883	Brazil	543	Morocco	1,045
Republic of Ireland	798	United States of America	536	United Kingdom and Overseas Territories	927
Other	11,935	Other	7,143	Other	15,161
Total	**65,977**	**Total**	**27,092**	**Total**	**62,642**

Table 34: Most common country of citizenship among candidates who received an invitation to apply– women, 2021-2023

Country of citizenship	2021 #	Country of citizenship	2022 #	Country of citizenship	2023 #
India	25,575	India	7,452	India	19,661
People's Republic of China	5,351	Nigeria	1,639	Nigeria	4,282
Korea, Republic of	1,792	People's Republic of China	1,239	People's Republic of China	3,048
Nigeria	1,566	Federal Republic of Cameroon	656	Federal Republic of Cameroon	2,242
Philippines	1,414	Philippines	540	Philippines	1,534
Brazil	1,127	France	515	Iran	1,249
United Kingdom and Overseas Territories	869	Lebanon	507	Morocco	1,004
Socialist Republic of Vietnam	847	Iran	498	Pakistan	969
Iran	671	Morocco	498	Algeria	820
Republic of Ireland	553	United States of America	424	France	736
Other	8,681	Other	5,478	Other	12,067
Total	**48,446**	**Total**	**19,446**	**Total**	**47,612**

Who was eligible for category-based selection categories among the eligible profiles submitted to Express Entry?

As seen in Figure 2, there were 343,875 eligible profiles submitted to Express Entry in 2023.

Table 35 and 36 display the number and percentages of eligible profiles submitted by candidates who qualify for CBS criteria, disaggregated by gender and age. As seen in Table 35, there were 134,918 individuals, representing 39% of all eligible profiles submitted, who qualified for CBS criteria. Among the eligible profiles submitted to Express Entry, 23% qualified for the STEM category, 6% qualified for the French-language proficiency category, around 6% qualified for the healthcare category, 2% for transport category and trade category and around 0.5% for agriculture category.

While the proportion of men (50%) and women (50%) who qualified for French-language proficiency was the same, there were more men who qualified for the agriculture category (61% for men and 39% for women), the STEM category (68% for men and 32% for women), the trades category (88% for men and 12% for women) and the transport category (92% for men and 8% for women). On the other hand, women had a higher proportion of qualifying for healthcare category as 74% met the healthcare category criteria, compared to 26% of men.

Table 35: Number and percentages of eligible profiles submitted by candidates who qualify CBS criteria by gender, 2023

CBS Category		2023			
	Men #	Men %	Women #	Women %	Total
CBS Agriculture	968	61%	629	39%	1,597
CBS French Speakers	10,479	50%	10,408	50%	20,888
CBS Health Care	4,976	26%	14,331	74%	19,310
CBS STEM	53,540	68%	24,893	32%	78,448
CBS Trade	6,449	88%	840	12%	7,289
CBS Transport	6,829	92%	555	8%	7,386
Total	**183,925**	**53%**	**159,883**	**46%**	**343,875**

Source: MBR_FACT_EE_MAIN_CBS as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.

Totals include those profiles indicating 'another gender'

As seen in Table 36, across all categories, except for French-language proficiency category, the highest proportion of category eligibility among eligible profiles was seen in those who were aged between 20-29, followed by those aged between 30-34. For French-language proficiency category, the share of age groups were somewhat similar as 32% were between 30-34 years of age, 30% between 20-29, and 25% between 35-39 years of age.

Table 36: Eligible profiles submitted by candidates who qualify CBS criteria by Age group, 2023

Age group	CBS Agriculture		CBS French Speaker		CBS Health Care		CBS STEM		CBS Trade		CBS Transport	
	#	%	#	%	#	%	#	%	#	%	#	%
<20			4	<1%	6	<1%	1	<1%	2	<1%		
20-29	718	45%	6,247	30%	7,885	41%	33,661	43%	5,172	71%	5,098	69%
30-34	410	26%	6,770	32%	6,157	32%	24,269	31%	1,070	15%	1,155	16%
35-39	283	18%	5,151	25%	3,633	19%	13,668	17%	564	8%	627	8%
40-44	120	8%	1,999	10%	1,178	6%	5,447	7%	273	4%	304	4%
45+	66	4%	717	3%	448	2%	1,388	2%	194	3%	192	3%
Unspecified					3	<1%	14	<1%	14	<1%	10	<1%
Total	**1,597**	**100%**	**20,888**	**100%**	**19,310**	**100%**	**78,448**	**100%**	**7,289**	**100%**	**7,386**	**100%**

Source: MBR_FACT_EE_MAIN_CBS as of January 08, 2024
Data is operational and as such should be considered preliminary and subject to change.

Who in the pool qualified for category-based selection in Express Entry?

Table 37 and Table 38 display the number and percentages of candidates in the pool who qualified for CBS criteria. As seen in Table 37, there were a total of 210,859 candidates in the pool who qualified for CBS criteria. When compared to women, there was a higher proportion of male candidates in the pool who qualified for the STEM category (27% for men and 15% for women), the trades category (3% for men and 1% for women) and the transport category (4% for men and <1% for women). On the other hand, there were more women in the pool who qualified for French-language proficiency category (4% for women and 3% for men) and healthcare category (7% for women and 2% for men). Although there was a higher number of men who qualified for agriculture category, the proportions (<1%) was the same for both genders.

Table 37: Number and percentages of candidates in the pool who qualify CBS criteria by gender, as of Jan 08, 2024

CBS Category	Men		Women	
	#	%	#	%
CBS Agriculture	419	<1%	296	<1%
CBS French Speakers	3,722	3%	3,526	4%
CBS Health Care	2,467	2%	7,296	7%
CBS STEM	30,367	27%	14,822	15%
CBS Trade	3,496	3%	549	1%
CBS Transport	4,245	4%	298	<1%
All Candidates in the Pool*	**110,441**		**100,418**	

Source: MBR_FACT_EE_MAIN_CBS as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.

* All candidates in the pool includes Another gender 21, Unknown 17, Total 38

In regard to the age groups, across all categories, except for French-language proficiency category, the highest proportion of category eligibility among eligible profiles was seen in those who were aged between 20-29 years of age, followed by those between 30-34 years old. For STEM category, the share of age groups were somewhat similar as 35% were between 20-29 years of age and 34% of those between 30-34 years old. A similar case was also seen for the agriculture category, where 32% were between the ages of 20-29 and 28% were between the ages of 30-34, and the healthcare category, where 35% were between the ages of 20-29 and 32% were between the ages of 30-34. On the other hand, the trades and transport categories had significant differences in the proportions between age groups. 69% of candidates in the pool who qualified for the trades category were between the ages of 20-29 and 15% were between the ages of 30-34, a similar proportion was seen for the transport category as 67% of the candidates were between the ages of

20-29 and 15% were between the ages of 30-34. Lastly, for the French-language proficiency category, the highest proportion of candidates in the pool were between the ages of 30-34 (30%) followed by 35-39 (29%).

Table 38: <u>Candidates in the pool</u> who qualify for CBS criteria by age group, as of Jan 08, 2024

	2023											
Age Group	**CBS Agriculture**		**CBS French Speaker**		**CBS Health Care**		**CBS STEM**		**CBS Trade**		**CBS Transport**	
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
<20			3	<1%			1	<1%				
20-29	230	32%	1,720	24%	3,436	35%	16,039	35%	2,782	69%	3,058	67%
30-34	197	28%	2,151	30%	3,135	32%	15,361	34%	593	15%	661	15%
35-39	177	25%	2,112	29%	2,124	22%	8,706	19%	310	8%	422	9%
40-44	71	10%	927	13%	762	8%	3,950	9%	204	5%	245	5%
45+	40	6%	336	5%	307	3%	1,137	3%	152	4%	158	3%
Unspecified							1	<1%	4	<1%		
Total	715	100%	7,249	100%	9,764	100%	45,195	100%	4,045	100%	4,544	100%

Source: MBR_FACT_EE_MAIN_CBS as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.

Who was invited to apply for permanent residence through category-based selection in Express Entry?

As previously noted (Table 10), there were a total of 25,870 candidates invited to apply for permanent residence through category-based selection rounds in 2023. Among those who received an ITA, apart from the French-language proficiency category, the majority of the candidates were between the ages of 20-29, followed by the age group 30-34 (Table 39) across all categories. For the French-language proficiency category, the opposite was seen, as 34% of the candidates were between the ages of 30-34 and 32% were between the ages of 20-29.

Table 39: <u>Invitations to apply</u> issued to candidates who qualify CBS categories by age group, 2023

	2023					
Age Group	**CBS Agriculture**	**CBS French Speaker**	**CBS Health Care**	**CBS STEM**	**CBS Trade**	**CBS Transport**

	#	%	#	%	#	%	#	%	#	%	#	%
<20			1	<1%								
20-29	634	52%	5,111	32%	4,827	47%	16,972	53%	3,043	74%	1,666	68%
30-34	326	27%	5,429	34%	3,387	33%	8,929	28%	659	16%	542	22%
35-39	179	15%	3,528	22%	1,421	14%	4,325	13%	256	6%	189	8%
40-44	57	5%	1,293	8%	378	4%	1,511	5%	87	2%	44	2%
45+	20	2%	450	3%	172	2%	373	1%	46	1%	25	1%
Unspecified							1	<1%				
Total	1,216	100%	15,812	100%	10,185	100%	32,111	100%	4,091	100%	2,466	100%

Source: MBR_FACT_EE_ITA_CBS as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.

Data includes PNP

As seen in Table 40, men received a higher proportion of ITAs than women for the STEM category (36% for men and 20% for women), the trades category (6% for men and 1% for women) and the transport category (3% for men and 1% for women). On the other hand, women received a higher proportion of ITAs than men, for the healthcare category (4% for men and 16% for women). While both genders received an equal proportion of ITAs for agriculture category (1%), women had a slightly higher proportion of ITAs issued for the French-language proficiency category (12% for men and 17% for women).

Table 40: Number and percentage of Invitations to apply issued to candidates who qualify CBS categories by gender, 2023

	2023				
CBS Category		**Men**		**Women**	
	#	**%**		**#**	**%**
CBS Agriculture	732	1%		484	1%
CBS French Speakers	7,712	12%		8,100	17%
CBS Health Care	2,665	4%		7,518	16%
CBS STEM	22,427	36%		9,679	20%
CBS Trade	3,642	6%		448	1%
CBS Transport	2,141	3%		324	1%
Total (CBS+Other Rounds)	62,642			47,612	

Source: MBR_FACT_EE_ITA_CBS as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.

Table 41 demonstrates the number of ITAs issued to candidates by program who qualify for CBS categories in 2023, but did not necessarily get invited through a CBS invitation round. For example, PNP nominees would not receive a CBS invitation as these invitations only apply to eligible candidates who have not been nominated by a province or territory. For the agriculture and agri-food category, a great portion of the candidates received an ITA through FSWP (48%) followed by CEC (41%), PNP (10%) and FSTP (<1%). A similar trend was also seen for French-language proficiency as a significant portion of the candidates received an ITA through FSWP (83%), followed by CEC (11%), PNP (5%) and FSTP (1%) and healthcare category as a great portion of candidates received an ITA through FSWP (46%), followed by CEC (34%), and PNP (20%). On the other hand, STEM, trade and transport categories had a significant portion of candidates who received ITAs through CEC. For the STEM category, 54% of the ITAs were issued to candidates who qualified for CEC, followed by 25% for PNP, and 22% for FSWP. For the transport category, a great portion of the candidates received ITAs through CEC (61%), followed by FSWP (21%), PNP (18%) and FSTP (<1%). Lastly, similar trend was seen for the trades category as 62% of the candidates received ITAs through CEC, followed by PNP (30%), FSWP (8%) and FSTP (1%).

Table 41: Number of Invitations to apply issued to candidates by program who qualify CBS categories, 2023

Program	2023											
	CBS Agriculture		CBS French Speaker		CBS Health Care		CBS STEM		CBS Trade		CBS Transport	
	#	%	#	%	#	%	#	%	#	%	#	%
Canadian Experience Class	503	41%	1,816	11%	3,466	34%	17,196	54%	2,525	62%	1,512	61%
Provincial/Territorial Nominees	124	10%	868	5%	1,998	20%	7,986	25%	1,235	30%	433	18%
Federal Skilled Workers	588	48%	13,123	83%	4,721	46%	6,929	22%	329	8%	520	21%
Skilled Trades	1	<1%	5	<1%					2	<1%	1	<1%
Total	1,216	100%	15,812	100%	10,185	100%	32,111	100%	4,091	100%	2,466	100%

Source: MBR_FACT_EE_ITA_CBS as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.

Between June 28th, 2023, when the first category-based selection round was launched, and December 31, 2023, there were 51,218 invitations to apply issued through category-based selection, general, and PNP rounds. Of those, 25,870 ITAs were issued to candidates who qualified for CBS categories, 23,800 ITAs were issued to candidates through general rounds and 1,548 ITAs were issued to candidates through PNP rounds (Table 42). When looking at all of 2023 (Table 42a),

there were 110,226 ITAs issued through 42 FSWP, general, CBS and PNP rounds. In 2023, a significant portion of the ITAs were issued through general rounds (70%), followed by CBS rounds (23%).

Table 42: Invitations to apply issued to candidates by who qualify for CBS categories and General round criteria's including PNP, June 28 – Dec 31, 2023

CBS and Other Round Type	# of Rounds	Jun 28-Dec 31, 2023
CBS Healthcare	3	5,600
CBS STEM	2	6,400
CBS Fr Speakers	6	8,700
CBS Agriculture	2	1,000
CBS Trades	2	2,500
CBS Transport	2	1,670
Total CBS Round *	**17**	**25,870**
General	9	23,800
PNP	1	1,548
Grand Total	**27**	**51,218**

Source: MBR_FACT_EE_ITA_CBS as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.

Table 42a: Invitations to apply issued to candidates by who qualify CBS categories and General round criteria's including PNP, 2023

CBS and Other Round Type	# of Rounds	2023
FSW	1	3,300
General	19	76,700
PNP	5	4,396
CBS Healthcare	3	5,600
CBS STEM	2	6,400
CBS Fr Speakers	6	8,700
CBS Agriculture	2	1,000
CBS Trades	2	2,500
CBS Transport	2	1,670
Total	**42**	**110,266**

Source: MBR_FACT_EE_ITA_CBS as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.

Table 43 captures the Department's 2023 ITA targets for category-based selection and its progress against the targets, along with the average total CRS points for CBS ITA rounds. Candidates contribute to a category target as long as they meet the category criteria, regardless of which round type they

were invited under to apply for permanent residence. Some candidates may qualify for more than one category if they meet the criteria of each category. Furthermore, PNP ITAs counts are also excluded from being counted towards CBS targets.

In 2023, the average total CRS points for CBS ITA rounds ranged from 427 to 498. Furthermore, the Department had varying ITA targets for each category, which included 28-31% for STEM, 11-15% for French-language proficiency, 9-13% for healthcare, 2-4% for trades and 1-2% for both agriculture and agri-food and transport categories. As seen in the table, the Department achieved its 2023 ITA targets for each category and even surpassed its target for the French-language proficiency category.

Table 43: Average total CRS points for CBS ITA rounds and progress against targets, 2023

CBS Category	Avg Total CRS point	ITA's YTD	% of All ITA's	2023 Target
CBS Agriculture	427	1,092	1%	1%-2%
CBS French-speakers	476	14,944	18%	11%-15%
CBS Healthcare	474	8,187	10%	9%-12%
CBS STEM	498	24,125	29%	28%-31%
CBS Trades	447	2,856	3%	3%-4%
CBS Transport	468	2,033	2%	1%-2%
CBS Total		53,237*		

Source: MBR_FACT_EE_ITA_CBS as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.

*Total number of ITAs to candidates who met criteria and qualify CBS categories in 2023 excluding PNP

As displayed in Table 44, the top 10 most common country of citizenship varied across the categories. However, India was the most common country of citizenship by a significant margin for all categories, except for the French-language proficiency rounds where Cameroon was the most common country of citizenship. Nigeria remained among the top three most common countries of citizenship for five categories, except for French-language proficiency category. For the agriculture and agri-food category, the top three countries of citizenship were India (39%), Nigeria (32%) and People's Republic of China (3%). Similarly, these three countries were among the top three most common country of citizenship (India at 54%; People's Republic of China at 8%; Nigeria at 5%) for the STEM category. For the French-language proficiency category, the top 10 most common countries of citizenship were represented by countries where there is a common use of the French language. The top three most common countries of citizenship

for this category included Federal Republic of Cameroon (27%), Morocco (13%) and Algeria (10%). For both healthcare and trades occupations category, the top three countries of citizenship included India, Philippines and Nigeria. For the trades category, India was the most common country of citizenship by a significant margin (74%), followed by Philippines (3%) and Nigeria (2%). For the healthcare occupations category, the most common country of citizenship was India (39%) followed by Nigeria (12%) and Philippines (6%). Lastly, the top three most common countries of citizenship for the transport category were India (71%), Nigeria (7%) and Pakistan (2%).

Table 44: Invitations to apply issued to candidates by top 10 country of citizenship who qualify CBS criteria, 2023

Top 10 COCs	CBS Agriculture		Top 10 COCs	CBS Fr Speakers		Top 10 COCs	CBS Health Care	
	#	%		#	%		#	%
India	473	39%	Federal Republic of Cameroon	4229	27%	India	3,956	39%
Nigeria	391	32%	Morocco	1993	13%	Nigeria	1,236	12%
People's Republic of China	32	3%	Algeria	1568	10%	Philippines	602	6%
Federal Republic of Cameroon	29	2%	France	1462	9%	Pakistan	484	5%
Iran	27	2%	Mauritius	755	5%	Federal Republic of Cameroon	376	4%
Philippines	24	2%	Nigeria	663	4%	United Kingdom and Overseas Territories	252	2%
Pakistan	21	2%	Lebanon	638	4%	Iran	240	2%
United Kingdom and Overseas Territories	20	2%	Tunisia	574	4%	People's Republic of China	229	2%
Brazil	16	1%	Republic of Ivory Coast	508	3%	United States of America	212	2%
Canada	16	1%	India	293	2%	Algeria	158	2%
Other	167	14%	Other	3,129	20%	Other	2,440	24%
Total	**1,216**	**100%**	**Total**	**15,812**	**100%**	**Total**	**10,185**	**100%**
Top 10 COCs	CBS STEM		Top 10 COCs	CBS Trade		Top 10 COCs	CBS Transport	
	#	%		#	%		#	%
India	17,387	54%	India	3,010	74%	India	1,753	71%
People's Republic of China	2,551	8%	Philippines	115	3%	Nigeria	166	7%
Nigeria	1,648	5%	Nigeria	89	2%	Pakistan	51	2%
Iran	901	3%	Iran	73	2%	Canada	31	1%
Pakistan	758	2%	People's Republic of China	61	1%	Ukraine	27	1%
Federal Republic of Cameroon	651	2%	Brazil	60	1%	People's Republic of China	26	1%
Brazil	538	2%	United Kingdom and Overseas	60	1%	Iran	24	1%
Philippines	373	1%	Republic of Ireland	54	1%	Brazil	23	1%
Bangladesh	344	1%	Federal Republic of Cameroon	49	1%	Morocco	22	1%
Morocco	335	1%	Mexico	47	1%	United Kingdom and Overseas Territories	20	1%
Other	6,625	21%	Other	473	12%	Other	323	13%
Total	**32,111**	**100%**	**Total**	**4,091**	**100%**	**Total**	**2,466**	**100%**

Source: MBR_FACT_EE_ITA_CBS as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.
Data includes PNP

As seen in Table 45, the top 10 most common countries of residence varied across the categories. Nevertheless, Canada was the most common country of residence by a significant margin for all categories, except for the French-language proficiency rounds where Cameroon was the most common country of residence. India remained among the top three most common countries of citizenship for five categories, except for French-language proficiency category. For the agriculture and agri-food, trades, healthcare and transport categories, the top three most common countries of residence were Canada, Nigeria and India, although the

percentages differed for each category. For the French-language proficiency category, the top three countries of residence were Cameroon (24%), Canada (16%) and Morocco (11%). The top three common countries of residence were Canada (75%), India (6%) and United States of America (5%) for the STEM category.

Table 45: Invitations to apply issued to candidates by top 10 country of residence who qualify CBS criteria, 2023

Top 10 CORs	CBS Agriculture		Top 10 CORs	CBS Fr Speakers		Top 10 CORs	CBS Health Care	
	#	%		#	%		#	%
Canada	673	55%	Federal Republic of Cameroon	3,788	24%	Canada	4,911	48%
Nigeria	337	28%	Canada	2,574	16%	India	1,495	15%
India	65	5%	Morocco	1,673	11%	Nigeria	640	6%
Federal Republic of Cameroon	26	2%	Algeria	1,343	8%	United Kingdom and Overseas Territories	403	4%
United Kingdom and Overseas Territories	25	2%	Mauritius	646	4%	Pakistan	372	4%
Pakistan	15	1%	France	551	3%	Federal Republic of Cameroon	329	3%
Iran	15	1%	Nigeria	538	3%	United States of America	234	2%
Australia	6	0%	Republic of Ivory Coast	456	3%	United Arab Emirates	194	2%
Ghana	5	0%	Tunisia	416	3%	Algeria	147	1%
Burkina-Faso	4	0%	Lebanon	402	3%	Iran	121	1%
Other	45	4%	Other	3,425	22%	Other	1,339	13%
Total	**1,216**	**100%**	**Total**	**15,812**	**100%**	**Total**	**10,185**	**100%**

Top 10 CORs	CBS STEM		Top 10 CORs	CBS Trade		Top 10 CORs	CBS Transport	
	#	%		#	%		#	%
Canada	23,931	75%	Canada	3,775	92%	Canada	1,980	80%
India	2,015	6%	India	82	2%	India	141	6%
United States of America	1,625	5%	Nigeria	56	1%	Nigeria	119	5%
Nigeria	726	2%	Federal Republic of Cameroon	41	1%	Pakistan	33	1%
Federal Republic of Cameroon	564	2%	Australia	17	0%	Morocco	20	1%
Pakistan	267	1%	Algeria	15	0%	United Arab Emirates	19	1%
Morocco	261	1%	Iran	13	0%	United Kingdom and Overseas Territories	18	1%
United Kingdom and Overseas Territories	258	1%	Lebanon	11	0%	Australia	12	0%
People's Republic of China	235	1%	United Kingdom and Overseas Territories	9	0%	United States of America	9	0%
Algeria	214	1%	Pakistan	7	0%	Federal Republic of Cameroon	9	0%
Other	2,015	6%	Other	65	2%	Other	106	4%
Total	**32,111**	**100%**	**Total**	**4,091**	**100%**	**Total**	**2,466**	**100%**

Source: MBR_FACT_EE_ITA_CBS as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.
Data includes PNP

When considering the first official language proficiency of candidates who received an ITA and who qualified for CBS criteria in 2023 (Table 46), most candidates were at CLB/NCLC level of 9 (21,799 candidates) and CLB/NCLC level of 8 (15,052 candidates). STEM, healthcare and French-language proficiency categories had a higher level of proficiency in the first official language when compared to other CBS categories. While STEM and healthcare category had the most number of candidates who were at CLB/NCLC level of 9 and 8, French-language proficiency candidates had a slightly higher level of first official language proficiency than the latter two categories, with the most number of candidates being at CLB/NCLC level of 9 and 10.

On the other hand, both the agriculture and agri-food and transport categories had the highest number of candidates who were at CLB/NCLC level of 7 and 9. Lastly, for the trades category, the highest number of candidates were at CLB/NCLC level of 7 and 6.

Table 46: Invitations to apply issued to candidates who qualify CBS criteria by first official language-CLB levels, 2023

	CLB 4	CLB 5	CLB 6	CLB 7	CLB 8	CLB 9	CLB 10
CBS Agriculture	2	62	132	390	220	309	101
CBS French-speakers			1	2,488	3,285	5,589	4,449
CBS Healthcare		21	120	1,876	1,930	4,374	1,864
CBS STEM		10	26	6,820	8,392	10,600	6,263
CBS Trades		200	722	1,833	761	403	172
CBS Transport		82	280	897	464	524	219
CBS Total	**2**	**375**	**1,281**	**14,304**	**15,052**	**21,799**	**13,068**

Source: MBR_FACT_EE_ITA_CBS as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.

Although the order slightly varied, Ontario, British Columbia and Alberta were the most common provinces of intended destination among candidates who received an ITA and who qualified for the healthcare, STEM, trades, transportation, and agriculture and agri-food occupation categories (Table 47). For the French-language proficiency category, the top three province of intended destination were Ontario (60%), New Brunswick (13%) and Alberta (12%).

Table 47: Invitations to apply issued to candidates who qualify CBS criteria by intended destinations (Provinces and Territories), 2023

Provinces and Territories	2023

Provinces and Territories	CBS Agriculture		CBS French Speaker		CBS Health Care		CBS STEM		CBS Trade		CBS Transport	
	#	%	#	%	#	%	#	%	#	%	#	%
Newfoundland and Labrador	5	<1%	41	<1%	47	<1%	70	<1%			5	<1%
Prince Edward Island	5	<1%	56	<1%	54	1%	21	<1%	5	<1%	19	1%
Nova Scotia	20	2%	198	1%	223	2%	680	2%	38	1%	45	2%
New Brunswick	18	1%	2,099	13%	291	3%	597	2%	37	1%	34	1%
Ontario	591	49%	9,524	60%	6377	63%	20,890	65%	2,970	73%	1,367	55%
Manitoba	60	5%	594	4%	251	2%	375	1%	50	1%	310	13%
Saskatchewan	94	8%	287	2%	243	2%	425	1%	25	1%	50	2%
Alberta	191	16%	1,828	12%	1374	13%	3,142	10%	229	6%	295	12%
Northwest Territories			20	<1%	6	<1%	13	<1%			7	<1%
British Columbia	229	19%	1,107	7%	1302	13%	5,873	18%	732	18%	328	13%
Yukon	2	<1%	43	<1%	15	<1%	15	<1%	3	<1%	4	<1%
Nunavut	1	<1%	15	<1%	2	<1%	10	<1%	2	<1%	2	<1%
Total	1,216	100%	15,812	100%	10,185	100%	32,111	100%	4,091	100%	2,466	100%

Source: MBR_FACT_EE_ITA_CBS as of January 08, 2024

Data is operational and as such should be considered preliminary and subject to change.

Data includes PNP

Who applied for permanent residence through Express Entry?

Excluding accompanying family members (i.e., considering only principal applicants), total applications sourced through the EE in 2023 (80,862) was significantly higher than 2022 (34,976) but slightly lower than 2021 (102,152),as seen in Table 48. The proportion of the applications somewhat remained the same over the last three years between men and women, with a greater distribution of applications submitted by men (56%) than women (44%). As Table 48 displays, there were some differences in the breakdown of application by program between men and women. The number of applications submitted by men under the CEC (22, 024) was higher than those submitted by women (16,025) for all three years. The same trend was seen for the PNP under EE with more applications being made by men (13,192) compared to applications submitted by women (7,946) for the last three years. On the other hand, women (11,644) submitted higher proportion of application for the FSWP than men (10,023) in the last three years. There was fewer than 5 applications submitted for Another gender for CEC and fewer than 5 applications CEC and for PNP for Unknown.

Table 48: Number of Express Entry (EE) applications received as principal applicants for permanent residence between 2021 and 2023; broken down by immigration category and gender (in cases)

Gender - Express Entry	2021	2022	2023	Grand Total
Female	**43,839**	**14,620**	**35,616**	**94,075**
Canadian Experience Class (EE)	34,111	4,913	16,025	55,049
Federal Skilled Workers (EE)	4,327	2,533	11,644	18,504
Provincial/Territorial Nominees (EE)	5,401	7,174	7,946	20,521
Skilled Trades (EE)			1	1
Male	**58,312**	**20,356**	**45,239**	**123,907**
Canadian Experience Class (EE)	47,175	7,359	22,024	76,558
Federal Skilled Workers (EE)	3,882	2,236	10,023	16,141
Provincial/Territorial Nominees (EE)	7,255	10,761	13,192	31,208
Another gender			**1**	**1**
Canadian Experience Class (EE)			1	1
Unknown	**1**		**6**	**7**
Canadian Experience Class (EE)	1		2	3
Provincial/Territorial Nominees (EE)			4	4
Grand Total	**102,152**	**34,976**	**80,862**	**217,990**

Data source: COGNOS (MBR) extracted as of February 08, 2024
Data compiled by: OPP-DART-2024-24798

As displayed in Table 49, in 2023, Ontario (48,664) remained the most popular province of intended destination, followed by British Columbia (15,227), and

Alberta (8,403). These have been the top provinces of destination over the past three years. There was a significant increase in the number of applications received through EE for candidates intending to settle in Ontario, from 16,919 in 2022 to 48,664 in 2023, British Columbia from 6,958 to 15,227 and Alberta 4,363 to 8,403 over the same period.

Table 49: Number of Express Entry (EE) applications received as principal applicants for permanent residence between 2021 and 2023; broken down by province/territory of destination (in cases)

Province of Destination	2021	2022	2023	Grand Total
Alberta	7,613	4,363	8,403	20,379
British Columbia	23,365	6,958	15,227	45,550
Manitoba	1,784	2,042	2,304	6,130
New Brunswick	1,348	868	1,937	4,153
Newfoundland and Labrador	259	307	235	801
Northwest Territories	58	31	44	133
Nova Scotia	2,912	1,784	2,033	6,729
Nunavut	9	7	9	25
Ontario	62,175	16,919	48,664	127,758
Prince Edward Island	720	392	451	1,563
Saskatchewan	1,819	1,266	1,497	4,582
Yukon	90	39	58	187
Grand Total	**102,152**	**34,976**	**80,862**	**217,990**

Data source: COGNOS (MBR) extracted as of February 08, 2024
Data compiled by: OPP-DART-2024-24798

How long did it take to process Express Entry applications?

Table 50 displays the time, in months, that IRCC took to process 80% of applications under each program. While in 2022, IRCC did not meet the processing standard of finalizing 80% of all applications sourced via EE within six months, the Department met its processing standard of 6 months for CEC and FSW. This is a significant decrease from 2022 (22 months), hence demonstrating IRCC's operations and processing capacity's recovery from the impacts of COVID-19. PNP EE has seen a reduction from 12 months at the end of 2022 to 8 months in 2023. The processing times for all EE programs except FSTP decreased from 2021 to 2023.

Table 50: Processing times* of Express Entry applications finalized for permanent residence between 2021 and 2023, by Year and Immigration category (in months)

Immigration Category	2021	2022	2023
Canadian Experience Class (EE)	6	19	5

Federal Skilled Worker Program (EE)	28	30	6
Provincial/Territorial Nominees Program (EE)	22	12	8
Federal Skilled Trade Program (EE)	23	62	84
All Programs	**8**	**22**	**6**

*Processing times refer to the time in which 80% of applications were finalized by IRCC within the last 6 months. In other words, processing times are based on July 1 to December 31 of each Year. Note that a minimum of 10 cases are required to calculate processing times

Who was admitted through Express Entry and where is their intended destination?

As seen in Table 51, in 2023, 120,770 principal applicants and their accompanying family members were admitted into Canada as permanent residents through EE. By comparison, 116,375 principal applicants and their accompanying family members were admitted in 2022 and 155,845 in 2021.

In 2023, 41,865 EE-sourced admissions were through the CEC, a significant increase from 28,335 of EE-sourced in 2022. Additionally, in 2023, admissions under the PNP (43,290) saw a slight decrease from 2022. Individuals admitted under the FSWP also saw a slight decrease from 40,860 in 2022 to 35,500 in 2023. There were also 110 admissions under the FSTP, which is a considerable decrease from 500 in 2021 and 450 from 2022.

Table 51: Canada- Admissions of permanent residents through Express Entry by economic immigration program, 2021- 2023

Immigration Category	2021	2022	2023	Total
Canadian Experience Class	130,460	28,335	41,865	200,665
Federal Skilled Trade Program	500	450	110	1,060
Federal Skilled Worker Program	8,165	40,860	35,500	84,530
Provincial Nominee Program	16,720	46,725	43,290	106,735
Economic Total	**155,845**	**116,375**	**120,770**	**392,990**

As displayed in Tables 52, male principal applicants were most often admitted under the CEC (17,255) and least often admitted under the FSTP (35) in 2023.

Similarly, women principal applicants were most often admitted under the CEC (12,175) and least under the FSTP (5) in 2023 (Table 53).

Table 52: Canada - Admissions of Permanent Residents through Express Entry by Economic Immigration Program, Principal Applicant and Gender - Men, 2021 - 2023

Immigration Category	2021	2022	2023	Total
Canadian Experience Class	54,905	9,730	17,255	81,890
Federal Skilled Trade Program	230	145	35	410
Federal Skilled Worker Program	2,485	11,300	9,520	23,305
Provincial Nominee Program	5,400	11,790	13,440	30,630
Total	**63,020**	**32,965**	**40,250**	**136,235**

Source: IRCC RDB Permanent Residents data, December 31, 2023
Note:
Data are preliminary estimates and are subject to change.

Please note that all values are rounded to the closest multiple of 5. This is done to prevent individuals from being identified when IRCC data is compiled and compared to other publicly available statistics. As a result of rounding, data may not sum to the totals indicated.

Table 53: Canada - Admissions of Permanent Residents through Express Entry by Economic Immigration Program, Principal Applicant and Gender - Women, 2021 - 2023

Immigration Category	2021	2022	2023	Total
Canadian Experience Class	39,390	7,070	12,175	58,630
Federal Skilled Trade Program	85	40	5	130
Federal Skilled Worker Program	2,150	11,790	9,480	23,425
Provincial Nominee Program	3,085	8,955	7,830	19,875
Total	**44,710**	**27,855**	**29,495**	**102,060**

Source: IRCC RDB Permanent Residents data, December 31, 2023
Note:
Data are preliminary estimates and are subject to change.

Please note that all values are rounded to the closest multiple of 5. This is done to prevent individuals from being identified when IRCC data is compiled and compared to other publicly available statistics. As a result of rounding, data may not sum to the totals indicated.

As reported in Table 54, India has remained, by a large margin, the most common country of citizenship among principal applicants and their accompanying family members admitted to Canada through EE. The proportion of individuals admitted through EE who held Nigerian citizenship increased from 4% in 2021 to 8% in 2023, while the proportion of Chinese nationals slightly decreased from 7% in 2021 to 4% in 2023. When compared to 2022, the top 15 country of citizenship were very similar in 2023 apart from minor changes. This included France making it to the list of top 15 most common countries of citizenship of admitted individuals through EE, while Republic of Korea dropped from the list in 2023.

Table 54: Canada-Admissions of permanent residents through Express Entry by Top 15 country of citizenship, 2021-2023

Country of Citizenship	2021	Country of Citizenship	2022	Country of Citizenship	2023
India	82,955	India	53,730	India	54,015
China, People's Republic of	11,705	Nigeria	13,785	Nigeria	9,200
Nigeria	5,800	China, People's Republic of	4,410	China, People's Republic of	5,115
Brazil	5,650	Pakistan	4,005	Cameroon, Federal Republic of	3,970
United States of America	4,280	United States of America	2,825	Pakistan	3,640
Korea, Republic of	3,850	Cameroon, Federal Republic of	2,355	United States of America	3,390
United Kingdom and Overseas Territorie	3,545	Philippines	2,235	Morocco	2,615
Philippines	2,940	Lebanon	2,220	Philippines	2,590
Iran	2,385	Morocco	2,045	Iran	2,445
Ireland, Republic of	2,100	Iran	2,025	Brazil	2,375
France	1,705	Brazil	1,840	Lebanon	2,320
Pakistan	1,685	United Kingdom and Overseas Territor	1,590	France	1,895
Mexico	1,660	Algeria	1,535	United Kingdom and Overseas Territc	1,870
Vietnam	1,620	Bangladesh	1,420	Algeria	1,845
Ukraine	1,410	Korea, Republic of	1,340	Bangladesh	1,300
Top 15 Country of Citizenship	**133,295**	**Top 15 Country of Citizenship**	**97,370**	**Top 15 Country of Citizenship**	**98,590**
Other	**22,550**	**Other**	**19,000**	**Other**	**22,180**
Total	**155,845**	**Total**	**116,375**	**Total**	**120,770**

Source: IRCC RDB Permanent Residents data, December 31, 2023
Note:
Data are preliminary estimates and are subject to change.

Please note that all values are rounded to the closest multiple of 5. This is done to prevent individuals from being identified when IRCC data is compiled and compared to other publicly available statistics. As a result of rounding, data may not sum to the totals indicated.

Similar to the pattern observed at the application stage, and as in 2021 and 2022, the majority of persons admitted in 2023 were destined for Ontario followed by British Columbia and Alberta (Table 55). Nova Scotia, New Brunswick, Manitoba and Saskatchewan saw a slight decrease in 2023 when compared to 2022.

Table 55: Canada- Admissions of permanent residents through Express Entry by province/territory of intended destination, 2021-2023

Province / Territory of Intended Destination	2021	2022	2023	Total
Newfoundland and Labrador	330	550	565	**1,445**
Prince Edward Island	875	615	640	**2,130**
Nova Scotia	3,155	5,295	3,760	**12,210**
New Brunswick	1,395	3,730	2,730	**7,855**
Ontario	96,560	60,275	67,615	**224,445**
Manitoba	2,800	5,850	4,470	**13,120**
Saskatchewan	2,715	6,760	5,595	**15,075**
Alberta	12,090	13,155	13,085	**38,330**
British Columbia	35,735	19,985	22,140	**77,865**
Yukon	100	85	90	**275**
Northwest Territories	70	55	75	**200**
Nunavut	15	15	10	**40**
Total	**155,845**	**116,375**	**120,770**	**392,990**

Source: IRCC RDB Permanent Residents data, December 31, 2023
Note:
Data are preliminary estimates and are subject to change.

The concentration of admitted individuals destined for Ontario was considerably less pronounced among the individuals who were selected through the PNP (Table 56), compared to those who were admitted through the FSWP, the CEC, and the FSTP (Table 57). On the other hand, similar to 2022, Atlantic provinces (i.e. Newfoundland and Labrador, Prince Edward Island, Nova Scotia and New Brunswick) have a greater number of admitted individuals through the PNP than through the FSWP, the CEC and the FSTP in 2023.

Table 56: Canada- Admissions of permanent residents through Provincial Nominee Program in Express Entry by province/territory of intended destination, 2021-2023

Province / Territory of Intended Destination	2021	2022	2023	Total
Newfoundland and Labrador	35	430	415	**880**
Prince Edward Island	390	495	560	**1,440**
Nova Scotia	1,445	4,595	2,880	**8,920**
New Brunswick	715	3,165	1,895	**5,775**
Ontario	3,900	12,345	12,245	**28,490**
Manitoba	1,475	4,995	3,800	**10,270**
Saskatchewan	1,440	6,145	5,025	**12,610**
Alberta	2,585	6,665	6,970	**16,215**
British Columbia	4,715	7,840	9,425	**21,985**
Yukon	10	25	50	**90**
Northwest Territories	15	30	25	**70**
Total	**16,720**	**46,725**	**43,290**	**106,735**

Source: IRCC RDB Permanent Residents data, December 31, 2023
Note:
Data are preliminary estimates and are subject to change.
Please note that all values are rounded to the closest multiple of 5. This is done to prevent individuals from being identified when IRCC data is compiled and compared to other publicly available statistics. As a result of rounding, data may not sum to the totals indicated.

Table 57: Canada-Admissions of Permanent Residents through the Federal High Skilled * in Express Entry by Province/Territory of Intended Destination, 2021-2023

Province / Territory of Intended Destination	2021	2022	2023	Total
Newfoundland and Labrador	300	120	150	**565**
Prince Edward Island	485	120	80	**685**
Nova Scotia	1,715	700	880	**3,295**
New Brunswick	680	565	835	**2,080**
Ontario	92,660	47,930	55,365	**195,960**
Manitoba	1,325	855	670	**2,855**
Saskatchewan	1,275	615	570	**2,465**
Alberta	9,505	6,495	6,115	**22,115**
British Columbia	31,020	12,145	12,715	**55,880**
Yukon	90	55	40	**185**

Northwest Territories	55	25	50	**130**
Nunavut	15	15	10	**40**
Total	**139,130**	**69,650**	**77,480**	**286,255**

What were the economic outcomes of applicants?

Figure 4 compares Canadian median employment earnings with the median employment earnings for EE Federal High Skilled principal applicants admitted to Canada between 2016 and 2020. As seen, there is a generally positive trend line for all EE Federal High Skilled admission cohorts for most years, meaning an annual increase in employment earnings. At one year since being admitted to Canada, applicants in the 2016 admission cohort had median employment earnings of $58,400 in 2017 which reached $76,800 at five years since admission in 2021. Those who were admitted in 2017 had median employment earnings of $54,900 at one year since admission in 2018 and reached a high of $73,800 at four years since admission in 2021. Following a similar pattern, those who were admitted in 2018 had median employment earnings of $55,200 at one year since being admitted to Canada in 2019 which increased to $70,800 at three years since admission in 2021. Applicants in the 2019 admission cohort had median employment earnings of $52,100 at one year since admission in 2020, which increased to $61,700 in 2021. The 2019 admission cohort has slightly lower than the median employment earnings at one and two year since admission for the 2016, 2017 and 2018 admission cohorts. COVID-19 and the associated impacts on the labour market may be the potential cause of the difference in the median employment earnings at one and two year since admission for the 2019 admission cohort. Lastly, for the 2020 admission cohort, the median employment earnings were $ 58,800 at one year since admission in 2021. When compared to the Canadian median employment earnings, all EE admission cohorts have significantly higher median employment earnings.

Figure 4: Median employment earnings (in 2021$) for Federal High Skilled by admission cohort and Canadians, 2017-2021
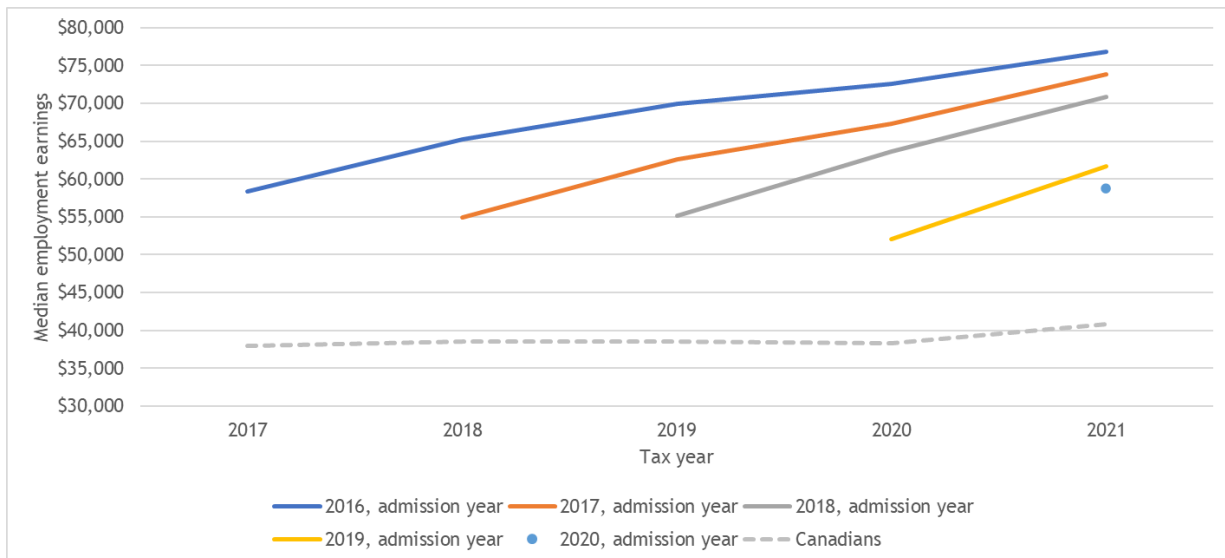
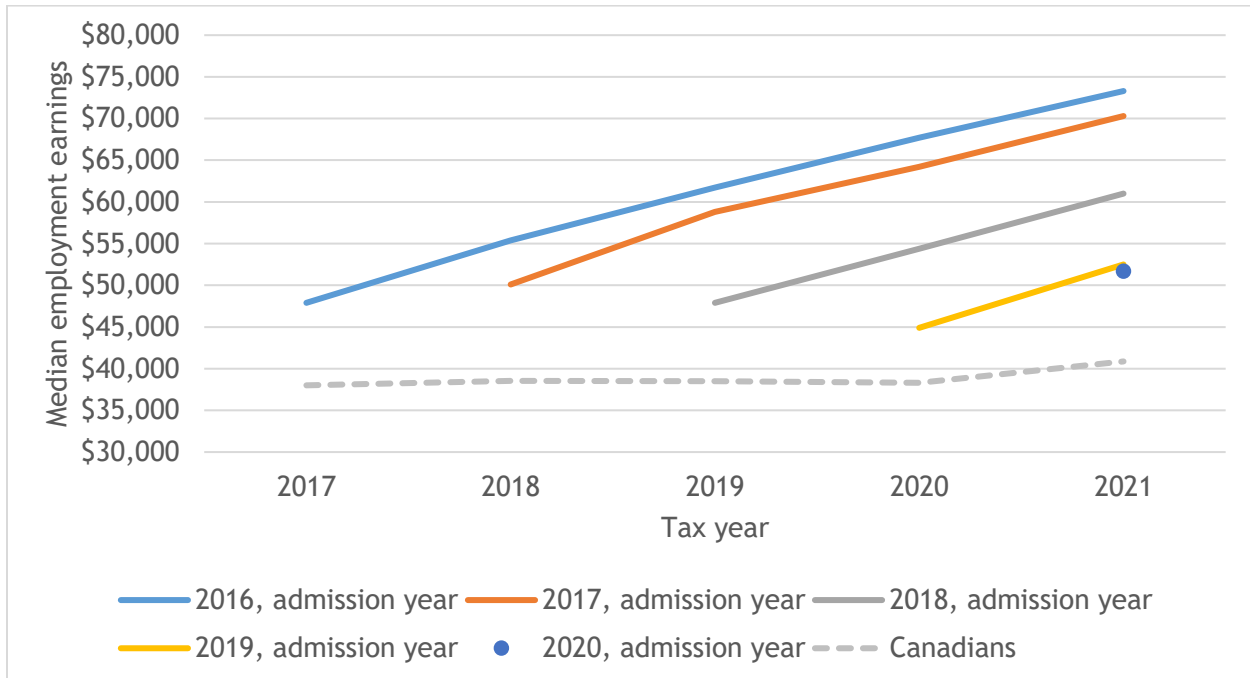Source: IMDB, 2021 update

Text version:

Median employment earnings (in 2021$) for Federal High Skilled immigrants by admission year cohort and Canadians, 2017-2021

For the 2016 cohort, median employment income was $58,400 at one year since admission in 2017, $65,200 at two years since admission in 2018, $69,900 at three years since admission in 2019, $72,600 at four years since admission in 2020, and at $ 76,800 at five years since admission in 2021. For the 2017 cohort, median employment income was $54,900 at one year since admission in 2018, $62,600 at two years since admission in 2019, $67,300 at three years since admission in 2020 and $ 73,800 at four years since admission in 2021.For the 2018 cohort, median employment income was $55,200 at one year since admission in 2019, $63,600 at two years since admission in 2020 and $ 70,800 at three years since admission in 2021. For the 2019 cohort, median employment income was $52,100 at one year since admission in 2020 and $ 61,700 at two years since admission in 2021. For the 2020 cohort, median employment was $58,900 at one year since admission in 2021. The Canadian median employment income was $38,006 in 2017, $38,531 in 2018, $38,482 in 2019, $38,325 in 2020, $40,870 in 2021.

As Figure 5 displays, the median employment earnings for PNP admission cohorts ranged between mid $40,000 range to low $50,000 at one year since admission between the admission cohorts. It was seen that 2016,2017 and 2018 admission cohorts had somewhat similar median employment earnings at three years since admission, ranging from low-to-mid $60,000. Of those in the 2016 cohort, median employment earnings was $73,300 at five years since admission in 2021. For the 2019 admission cohort, similar to those admitted under the FHS programs in EE, they had lower median employment earnings ($44,900) at one year since admission in 2020, which increased to $52,500 in 2021. The median employment earnings for the 2020 admission cohort were $51,700 at one year since admission

in 2021. In general, candidates admitted through the PNP had lower median employment earnings than those admitted under FHS programs in EE. Similar to FHS admission cohorts under EE, when compared to the Canadian median employment earnings, PNP admission cohorts under EE have a significantly higher median employment earnings.

Figure 5: Median employment earnings (in 2021$) for Provincial Nominees admitted under EE by admission cohort and Canadians, 2017-2021

Source: IMDB, 2021 update

Text version:

Median employment earnings (in 2021$) for Provincial Nominees admitted under EE by admission year cohort and Canadians, 2017-2021
For the 2016 cohort, median employment income was $47,900 at one year since admission in 2017, $55,400 at two years since admission in 2018, $61,700 at three years since admission in 2019, $67,700 at four years since admission in 2020 and at $ 73,300 at five years since admission. For the 2017 cohort, median employment income was $50,100at one year since admission in 2018, $58,800 at two years since admission in 2019, $64,200 at three years since admission in 2020 and at $ 70,300 at four years since admission in 2021. For the 2018 cohort, median employment income was $47,900 at one year since admission in 2019, $54,400 at two years since admission in 2020 and at $ 61,100 at three years since admission in 2021. For the 2019 cohort, median employment income was $44,900 at one year since admission in 2020 and at $52,500 at two years since admission in 2021. The Canadian median employment income was $38,006 in 2017, $38,531 in 2018, $38,482 in 2019, $38,325 in 2020, $40,870 in 2021.

Table 58 demonstrates the median employment earnings two years after admission by Education in Canada attribute for the 2017, 2018 and 2019 admission cohort. Applicants admitted to Canada in 2019 who had three years or more post-

secondary credential ($69,000) had slightly higher median employment earnings than those admitted in 2017 ($65,400) and 2018 ($67,700). Similar trend was seen among those applicants who had one or two years of post-secondary credential. On the other hand, applicants admitted to Canada in 2019 without Canadian a post-secondary credential ($61,100) had slightly lower median employment earnings when compared to 2017 ($67,600) and 2018 ($64,700) admission cohorts.

Table 58: Median Employment Earnings (2021$) 2 years after admission by Education in Canada attribute (i.e. including PNP)

	1- or 2-year post-secondary credential	3 years or more post-secondary credential	Without Canadian Post-secondary credential	Not applicable*
2017	$50,600	$65,400	$67,600	$63,900
2018	$49,300	$67,700	$64,700	$62,100
2019	$51,000	$69,000	$61,100	$52,900

*Invited to apply prior Education in Canada factor introduction.
Source: IMDB, 2021 update

Although the Arranged Employment additional points were reduced from 600 points to 50 or 200 points in November 2016, due to processing times and lag between visa issuance and admission, there were small numbers of applicants who received 600 points for Arranged Employment for the 2017 and 2018 admission cohorts. As Table 59 demonstrates, applicants in senior manager roles admitted to Canada in 2017 ($236,300), 2018 ($262,100) and 2019 ($216,300) with arranged employment had a significantly higher median employment earnings two years after their arrival than those applicants with arranged employment in other occupations. Among the applicants with arranged employment, those admitted to Canada in 2016 ($55,500) and 2017 ($53,900) had higher median employment earnings than those admitted in 2015 ($50,300). However, the 2018 admission cohort had slightly lower median employment earnings ($49,600) than the 2015, 2016 and 2017 admission cohorts. Lastly, the 2019 admission cohort ($59,100) has the lowest median employment earnings among the admission cohorts that did not have Arranged Employment.

Table 59: Median Employment Earnings (2021$) 2 years after admission by Arranged Employment attribute (i.e. including PNP)

	Arranged Employment - Senior manager (Rule 2)*	Arranged Employment - Other occupation (Rule 2)*	Arranged Employment (Rule 1)*	Without Arranged Employment

2015, admission year	N/A	N/A	$50,300	$65,700
2016, admission year	N/A	N/A	$55,500	$67,100
2017, admission year	$242,000	$81,400	$53,900	$61,900
2018, admission year	$269,800	$84,500	$49,600	$60,700
2019, admission year	$216,300	$77,400	N/A	$59,100

*Arranged Employment factor definition was revised on November 2016.
Source: IMDB, 2021 update

As seen in Table 60, bilingual applicants in the 2017 admission cohort had a higher median employment earnings than unilingual French language speakers two years after admission. However, unilingual French language speakers in the 2018, and 2019 admission cohorts had a slightly higher median employment earnings two years after admission than their bilingual counterparts (Table 60). Moreover, it was also seen that applicants without siblings in Canada (Table 61) had a higher median employment earnings two years after admission than their counterparts with siblings in Canada.

Table 60: Median Employment Earnings (2021$) 2 years after admission by French-Speaker attribute (i.e. including PNP)

	CLB 7 or more in French and CLB 4 or less in English	CLB 7 or more in French and CLB 5 or more in English	No French Test Result or CLB 6 less in French	Not Applicable*
2017, admission year	$48,400	$55,600	$61,100	$62,100
2018, admission year	$58,100	$57,400	$61,500	$64,000
2019, admission year	$58,700	$57,800	$60,300	$58,700

*Invited to apply prior French-Speaker factor introduction in June 2017.
Source: IMDB, 2021 update

Table 61: Median Employment Earnings (2021$) 2 years after admission by Siblings in Canada attribute (i.e. including PNP)

	With Siblings in Canada	Without Siblings in Canada	Not Applicable*
2017, admission year	$57,000	$61,100	$62,100
2018, admission year	$54,200	$62,100	$64,100
2019, admission year	$53,100	$61,200	$58,700

*Invited to apply prior Siblings in Canada factor introduction in June 2017.

Conclusion

In 2023, in the eighth year of its operation, the EE application management system continued to provide a pathway to permanent residence for a range of highly-skilled candidates who demonstrated the potential to successfully integrate and contribute to Canada's economy. The EE system will continue to be a key component of IRCC's Strategy to Expand Transitions to Permanent Residency, which was tabled in Parliament on September 20, 2022 and supports the achievement of the Minister's mandate commitment to expand permanent residence pathways for international students and temporary foreign workers to strengthen Canada's ability to meet a range of labour needs and address long-term labour shortages.

Since category-based selection enhancements were only implemented in June 2023, this year's EE Year-End Report reported on the early, partial year category-based selection results for the six categories launched to help address labour shortages and support economic growth through Francophone immigration. The Department will continue to monitor EE and category-based selection and to explore ways the system could be used to ensure that Canada continues to derive maximum benefit from economic immigration in a rapidly evolving environment.

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[i] Gender data is unavailable or unspecified for a small number of individuals; where applicable, these cases are reported under the category of "unspecified." Beginning in 2019, clients had the option of self-reporting a gender other than man or woman; where applicable, these cases are reported under the category of "another." Generally, the number of cases associated with unspecified and another gender are reported for each stage of the Express Entry continuum.

[ii] Candidates invited to apply for permanent residence through the Provincial Nominee Program must meet the eligibility requirements for one of these federal high skilled economic immigration programs.

[iii] To access the Comprehensive Ranking System (CRS) tool, see
https://www.cic.gc.ca/english/immigrate/skilled/crs-tool.asp

[iv] For a more detailed breakdown of the Comprehensive Ranking System, see
https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/criteria-comprehensive-ranking-system/grid.html

[v] Additional points for provincial nominations are excluded from this analysis because they are assigned only after an individual enters the Express Entry pool.

[vi] For the purposes of this report, candidates are considered proficient in French if they have submitted a test result for the Test d'évaluation de français or the Test de connaissance du français and have received a Canadian Learning Benchmark score of seven in all four abilities.

vii The number of points assigned for a provincial nomination is 600, which is equal to the maximum number of additional points that a candidate can receive. In effect, because they have already been assigned the maximum number of additional points, a provincial nominee is not assigned any other type of additional points (e.g., for having arranged employment), even though they might have met the relevant criteria.

viii Counting invitations issued only to those that were assigned points underrepresents the number with the associated attribute (e.g. ability to speak French, a sibling in Canada).