

Express Entry Year-End Report 2024

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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, Refugees 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 transition to permanent residence through EE-managed programs. Canada is consistently the top country of residence for individuals who receive an invitation to apply (ITA) for permanent residence through EE, demonstrating a transition from temporary to permanent residence status. 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 2024 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, source countries, and immigrant outcomes. Since the new enhancement to Express Entry, category-based selection, was launched in June 2023, the report also presents category-related results from January to December 2024. Throughout the report, historical and gender-disaggregated dataⁱ is presented alongside the 2024 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 programsⁱⁱ

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 Immigration, Refugees and Citizenship Canada's (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 websiteⁱⁱⁱ.

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 regularly. 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 (e.g., official language skills, occupation specific work experiences, etc.) linked to an economic goal. Categories can then be used to issue 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 generally 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 1,200 points – 600 points under the core component and 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.

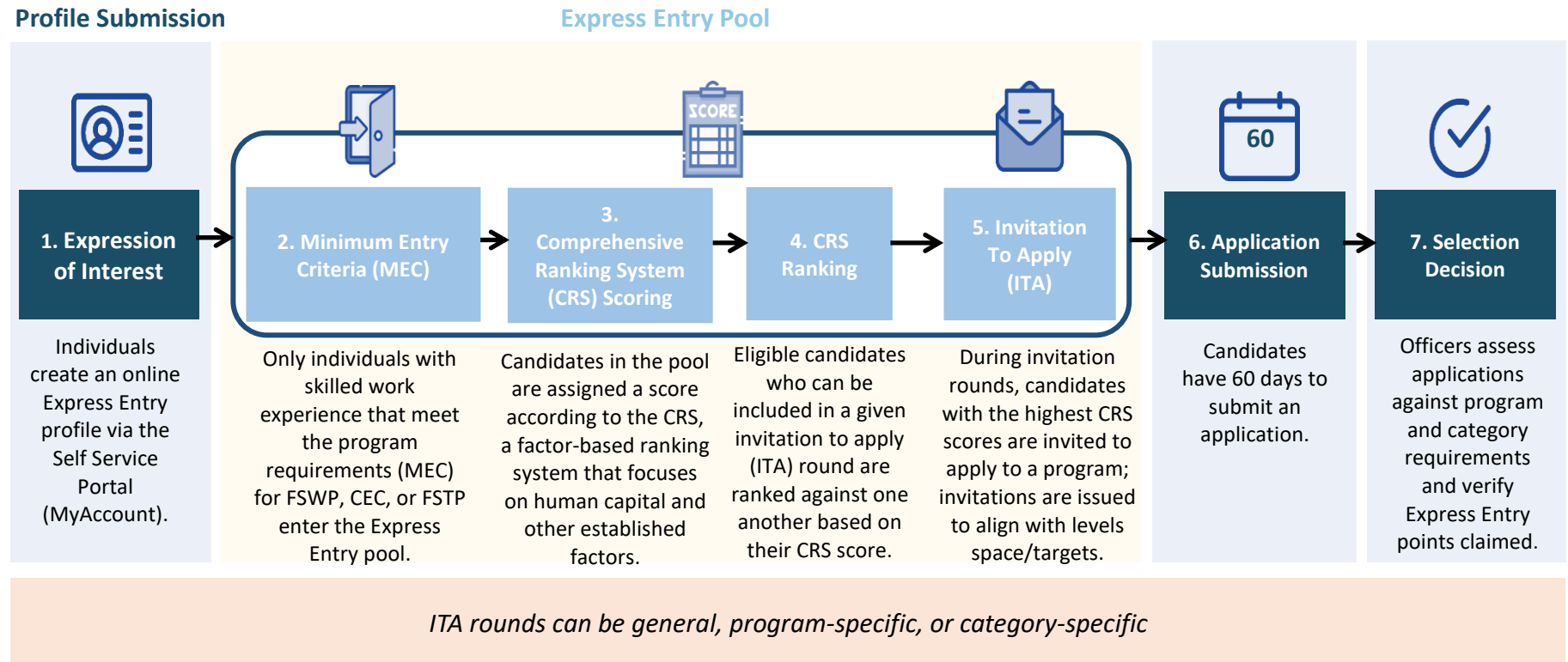
A candidate who indicates they would apply with an accompanying spouse or common-law partner can receive a maximum of 560 points for their own core characteristics and is awarded a maximum of 40 points for the human capital characteristics of their spouse/common-law partner. A candidate without an accompanying 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 are usually enough to guarantee an ITA, **through either a general invitation** or PNP-specific round.

Candidates in the EE pool 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 a language test expires. 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..

Figure 1: How Express Entry works



Prior to Express Entry:

- Applications were processed on a first-in, first-out basis, rather than prioritizing candidates with the highest points score.
- With no means to limit intake or select among applications, applications languished in the system, creating backlogs and long processing times.



Benefits of Express Entry:

- Improved economic outcomes through selecting candidates with higher human capital through CRS.
- More efficient intake management and improved processing times.

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:

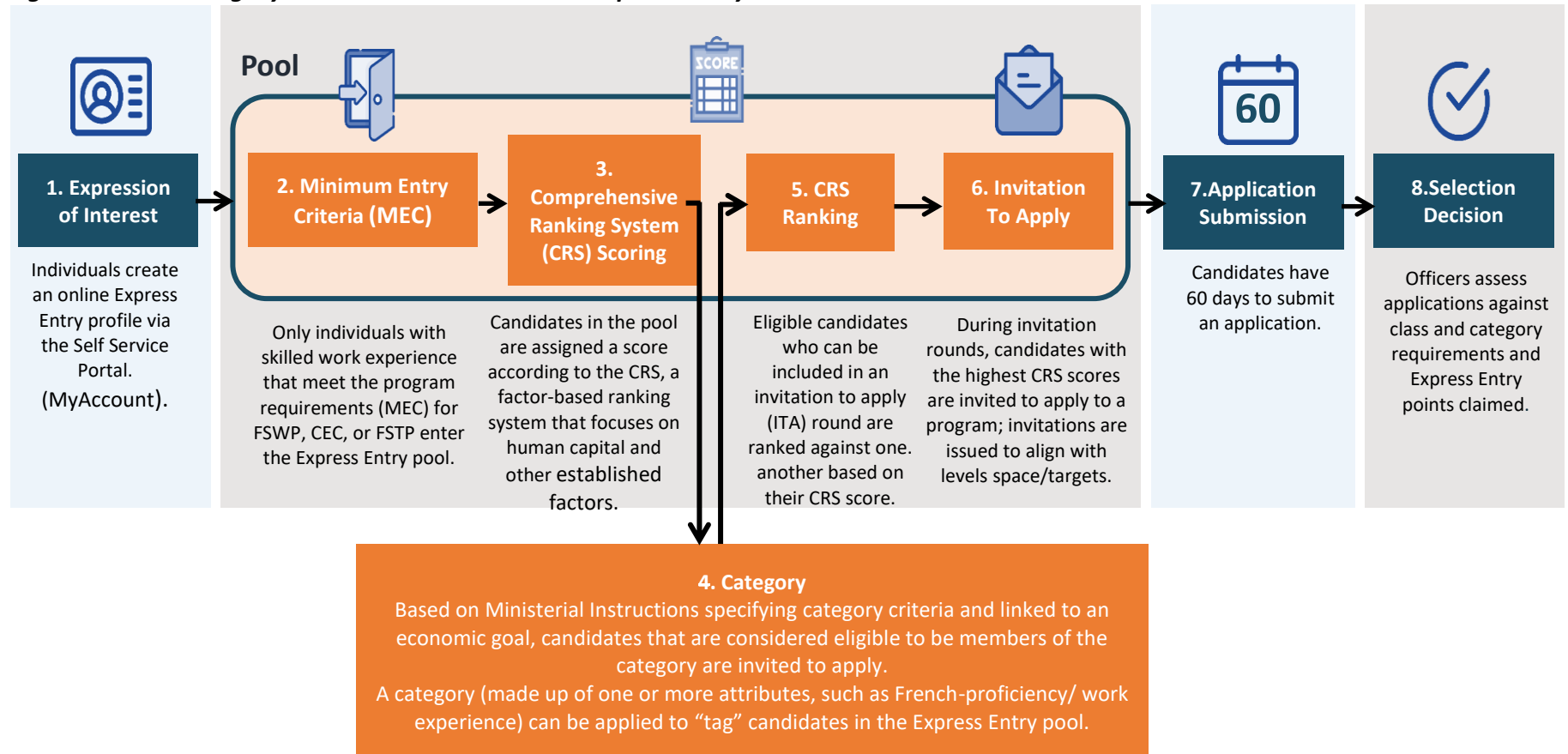
1. **Economic goal:** If the Minister establishes a category in an instruction [...] the Minister shall set out, in the instruction, the economic goal that the Minister seeks to support in establishing the category.
2. **Public consultation process:** For the purpose of establishing categories of eligible 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 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 2024

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, as well as government priorities. The development of categories is informed by data, labour market information, engagement with Federal, Provincial and Territorial partners, and stakeholder consultations.

From July 10 to August 16, 2023, the Department held a public consultation on immigration levels which included questions specific to Express Entry and category-based selection. An online survey was made available to the public on [IRCC's website](#), and 4,780 stakeholder organizations across Canada were invited by email to take part. Participating stakeholders included, but were not limited to, non-profit organizations, settlement or resettlement organizations, academic and educational institutions, government bodies, employers and businesses, chambers of commerce, Francophone and official language minority community organizations, and industry and sector councils. This number represents a substantial increase from the 2,867 stakeholders invited in 2022, and reflects the department's commitment to expand outreach and seek a plurality of views on immigration. 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 long-term labour market shortages. The labour needs most often mentioned were in healthcare, skilled trades, and transportation. On Francophone immigration, stakeholders more strongly highlighted the need for a dedicated temporary resident to permanent resident pathway to achieve Francophone immigration objectives. 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 both help address long-term labour market shortages and support economic growth through Francophone immigration in communities outside Quebec.

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 2024:

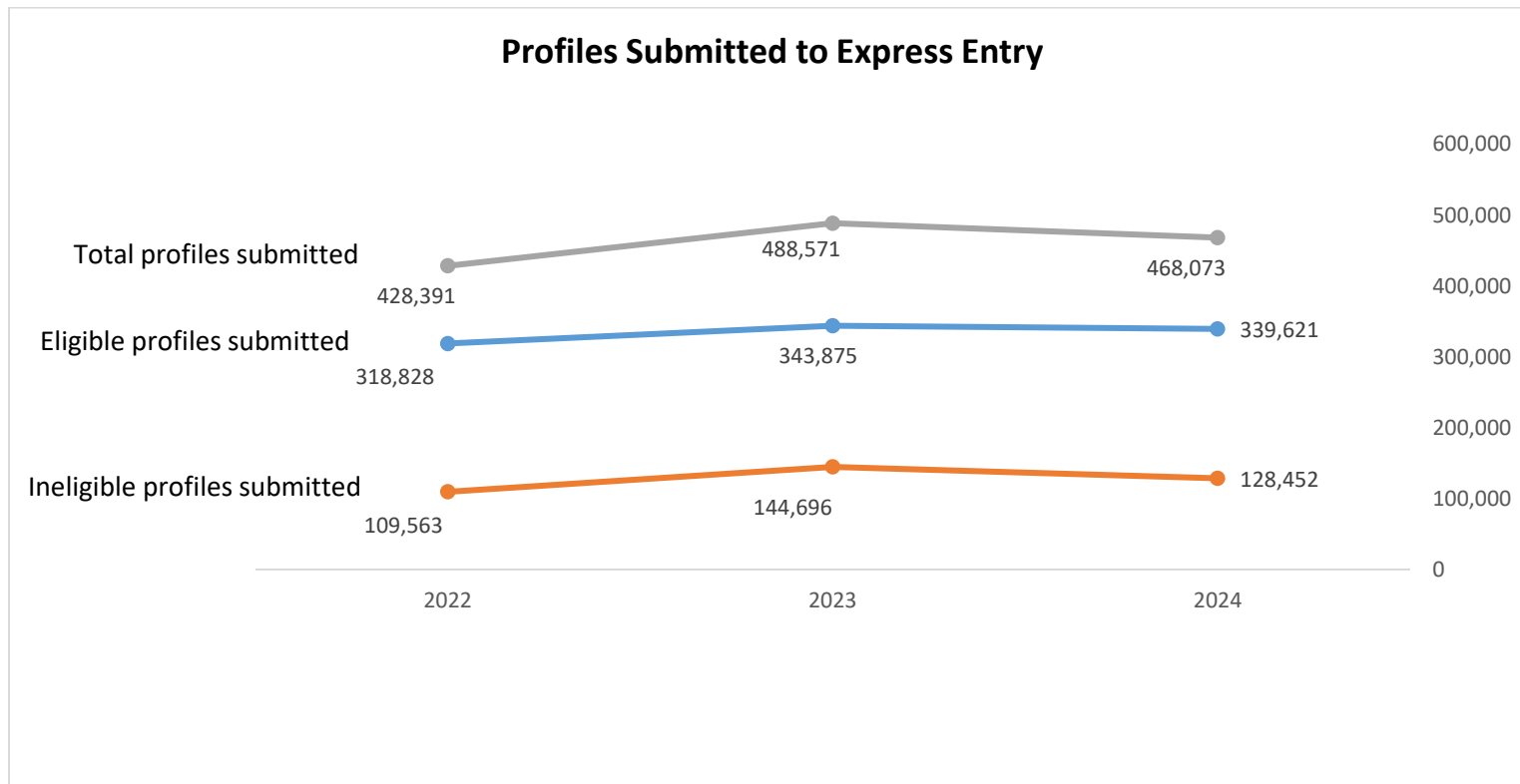
- a. French-language proficiency
- b. Healthcare occupations
- c. Science, technology, engineering and math occupations (STEM)
- d. Trade occupations
- e. Transport occupations
- f. Agriculture and agri-food occupations

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, in addition to meeting the eligibility requirements for one of the EE programs. 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.

Who submitted an Express Entry profile?

In 2024, 468,073 EE profiles were submitted in the system, which represents a decrease of 4% from 2023 but an increase of 9% from 2022 (Figure 3). The proportion of profiles submitted in 2024 that were eligible for at least one of the FHS immigration programs managed by EE (73%) slightly increased from that observed in 2023 (70%).

Figure 3: Profile submissions to Express Entry, 2022-2024



In 2022, 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. In 2024, a total of 468,073 Express Entry profiles were submitted, including 339,621 eligible profiles and 128,452 ineligible profiles.

As displayed in Table 1 below, in 2024, more profiles were submitted by men (251,125) than women (216,784). The proportion of total profile submissions by men (54%) and women (46%) was relatively similar to 2023 with a 2% increase in share of women. The proportion of profile submissions that was eligible for at least one program has increased for men (71%) and slightly decreased for women (74%) in 2024 when compared to 2023. Overall, women have consistently submitted a slightly higher proportion of eligible profiles, by approximately 3-8 percentage points compared to men. As seen in Table 1, the share of ineligible and eligible profile submissions have remained relatively similar around the 30% range for ineligible profiles, and 70% range for eligible profiles since 2022.

Table 1: Profile submissions by eligibility by gender, 2022-2024

Profile Outcome	2022 #	2022%	2023 #	2023%	2024 #	2024%
Men						
Eligible	169,828	71%	183,913	67%	178,370	71%
Ineligible	68,570	29%	92,060	33%	72,755	29%
Total	238,398	100%	275,973	100%	251,125	100%
Women						
Eligible	148,961	78%	159,902	75%	161,172	74%
Ineligible	40,922	22%	52,489	25%	55,612	26%
Total	189,883	100%	212,391	100%	216,784	100%
Total						
Eligible	318,828	74%	343,875	70%	339,621	73%
Ineligible	109,563	26%	144,696	30%	128,452	27%
Grand Total	428,391	100%	488,571	100%	468,073	100%

Source: MBR_FACT_EE_MAIN as of February 03, 2025

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

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. It is important to note that the EE pool is dynamic, and that the distribution of CRS scores changes 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, 2022-2024

CRS Score Range	2022 #	2022%	2023 #	2023%	2024 #	2024%
701-1200	11	<1%	12	<1%	7	<1%
651-700	71	<1%	76	<1%	77	<1%
601-650	240	<1%	300	<1%	304	<1%
551-600	1,126	<1%	1,241	<1%	1,973	1%
501-550	10,725	3%	13,970	4%	25,304	7%
451-500	76,504	24%	90,692	26%	89,782	26%
401-450	77,447	24%	88,641	26%	91,445	27%
351-400	93,621	29%	91,937	27%	82,719	24%
301-350	49,923	16%	46,806	14%	36,651	11%
251-300	6,225	2%	6,656	2%	7,161	2%
201-250	1,986	1%	2,307	1%	2,799	1%
151-200	731	<1%	986	<1%	1,087	<1%
101-150	190	<1%	218	<1%	259	<1%
1-100	28	<1%	33	<1%	53	<1%
Total	318,828	100%	343,875	100%	339,621	100%

Source: MBR_FACT_EE_MAIN as of February 03, 2025

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 2024, more than one-third (38%) did not meet the criteria for any additional points at the time of submission. This is a gradual reduction since 2022 (55%) and 2023 (47%), meaning an increasing share of candidates are eligible for additional points.^v Similar to previous years, candidates who met criteria for additional points most often did so through Education in Canada and Siblings in Canada points. For example, in 2024, candidates who claimed additional points for Education in Canada (36%) and Siblings in Canada (16%) met the criteria for additional points. The proportion of eligible profiles that received Education in Canada points has grown more and been higher than other additional point types since 2022. While the proportion of candidates in the EE pool who met additional points criteria for French-language proficiency^{vi} remained stable between 2022 and 2023, it saw a slight increase (3%) in 2024. The proportion of candidates who met additional points criteria for Arranged Employment and for Siblings in Canada slightly increased (3%) in 2024.

Table 3: Eligible profiles by additional point type, broken down by gender, 2022-2024

Additional point type	Men 2022 #	Women 2022 #	2022 Total #	2022 Total %	Men 2023 #	Women 2023 #	2023 Total #	2023 Total %	Men 2024 #	Women 2024 #	2024 Total #	2024 Total %
No additional points	93,814	82,937	176,777	55%	86,516	76,462	163,007	47%	66,214	61,716	127,964	38%
Arranged employment	13,608	6,885	20,495	6%	20,285	10,464	30,751	9%	25,314	16,572	41,899	12%
Education in Canada	39,875	34,776	74,654	23%	54,001	48,321	102,346	30%	63,982	59,377	123,387	36%
French-language proficiency	8,982	9,695	18,681	6%	10,485	10,402	20,888	6%	15,593	15,133	30,729	9%
Siblings in Canada	21,933	22,545	44,483	14%	25,647	26,607	52,264	15%	26,797	28,334	55,135	16%
Total			318,828	N/A			343,875	N/A			339,621	N/A

Source: MBR_FACT_EE_MAIN as of February 03, 2025. Total includes Another Gender, Unknown and Unspecified (2022 - 39, 2023 - 60, 2024 - 79) N/A - Breakdown by category exceeds annual total as candidates may be eligible for multiple additional point types (non mutually exclusive)

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

As displayed in Table 3, in 2024, a higher number and proportion of men (66,214, 52%) than women (61,716, 48%) did not meet criteria for any additional points at the time of submitting an eligible profile, although this gap has diminished somewhat, from 6 percentage points to 4 between 2022 and 2024.

Tables 3 further explores additional point breakdowns by gender, and shows that Education in Canada and Siblings in Canada were the most common additional point types for both men and women in 2024. Similar to the trend seen in 2022 and 2023, a considerably higher proportion of men (60%) than women (40%) continued to meet the criteria for Arranged Employment in 2024. While there was a higher proportion of men (52%) who met the criteria for Education in Canada than women (48%) in 2024, the difference has remained stable since 2021.

In regards to additional points for French-language proficiency, there was a near equal distribution between men (51%) and women (49%) in 2024. As in 2023, the proportion of women (51%) meeting Siblings in Canada criteria slightly exceeded men (49%) in 2024.

Table 4 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. However, in 2024 there was a fourfold increase of those with CRS scores 501-550 relative to previous years.

Table 4: Comprehensive Ranking System score distribution of candidates in the pool, as of December 1st of 2022, 2023 and 2024

CRS Score Range	2022 #	2022%	2023 #	2023%	2024 #	2024%
701-1200	970	<1%	3,893	<1%	651	<1%
651-700	11	<1%	8	<1%	14	<1%
601-650	32	<1%	63	<1%	71	<1%
551-600	83	<1%	239	<1%	439	<1%
501-550	1,218	1%	4,213	2%	18,152	8%
451-500	61,500	26%	59,179	27%	62,868	29%
401-450	58,523	25%	53,619	25%	57,529	26%
351-400	68,855	30%	59,255	27%	50,638	23%
301-350	36,001	15%	30,657	14%	22,322	10%
251-300	3,943	2%	3,755	2%	3,600	2%
201-250	990	<1%	1,058	<1%	1,339	1%
151-200	368	<1%	461	<1%	518	<1%
101-150	94	<1%	100	<1%	129	<1%
1-100	18	<1%	12	<1%	21	<1%
Total	232,606	100%	216,512	100%	218,291	100%

Source: MBR_FACT_EE_POOL as of February 03, 2025

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

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

As seen in Table 5, IRCC held category-based selection rounds from February 1, 2024 to December 3, 2024. The Department issued 98,903 ITAs across economic programs. There were 47,749 candidates who received an ITA through CEC, followed by 27,110 candidates through FSWP, 24,038 candidates through PNP, and 6 through FSTP.

Overall, IRCC held 52 rounds in 2024 to issue 98,903 ITAs, representing a 10% decrease from the 110,266 issued in 2023. There were 9 general invitation rounds, 14 PNP rounds, 10 CEC rounds, and 19 category-based selection rounds. The highest number of ITAs were issued to candidates through CEC invitation rounds (47,749, of which 21,249 qualified for CBS), followed by PNP (15,483), and 14,445 ITAs issued under general rounds (Table 5).

Category-based selection rounds comprised 42,475 ITAs, representing 43% of the total number of ITAs. There were 19 category-based selection rounds, with 11 French language-proficiency rounds yielding (23,000 ITAs), 3 healthcare occupations rounds (10,250 ITAs), 1 STEM occupations round (4,500 ITAs), 2 trade occupations rounds (3,600 ITAs), 1 transport occupations round (975 ITAs), and 1 agriculture and agri-food occupations round (150 ITAs).

In terms of candidates invited to apply in other rounds, CRS cut-off scores in 2024 ranged from 663 to 816 for PNP-specific rounds (median = 716) and from 524 to 549 for general rounds (median = 535). 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 were notably higher by over 20 points in 2024 compared to 2023.

For category-based rounds, CRS cut-off scores in 2024 ranged from 336 to 491 (median = 433). For the French language-proficiency rounds, the CRS cut-off scores ranged from 336 to 478 (median = 410) while for the healthcare occupation rounds, the CRS cut-off scores ranged from 422 to 463 (median = 445). For the STEM occupation round, the CRS cut-off score was 491 and 437 for the agriculture and agri-food occupation round. Lastly, the CRS cut-off score, similar to year 2023, remained at 430 for the transportation occupation round, while it ranged from 433 to 436 (median = 435) for the trade occupations rounds.

Table 5: Total invitations to apply issued to candidates by invitation type, including CBS rounds, 2024

ITA Type	Average CRS Cut-off	Grand Total
Provincial Nominee Program	725	15,483
General	536	14,445
Canadian Experience Class	524	26,500

French Language Proficiency	409	23,000
STEM Occupations	491	4,500
Healthcare Occupations	443	10,250
Trade Occupations	435	3,600
Transport Occupations	430	975
Agriculture and agri-food Occupations	437	150
Total ITA		98,903

Source: MBR_FACT_EE_ITA_CBS as of February 03, 2025

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

Overall, when comparing the distribution of ITAs by gender in Table 6, it can be seen that men received a higher proportion (53%) of invitations issued in 2024. When further breaking down the data by program type, men received similar proportions of invitations to women in CEC (48%) and a slightly higher proportion of invitations in PNP (27% and 21%, respectively). This is similar in the gender distribution across programs in 2023. A similar trend was seen for women, as 46% of invitations were issued under CEC and 21% under PNP in 2023, while there was a slight increase in proportion for CEC (48%) while PNP (21%) remained relatively similar in 2024 to year 2023.

Similar to 2023, women received a higher proportion (31%) of invitations than men (25%) under the FSWP in 2024. There were no invitations issued under the FSTP in 2023 for women while there were 6 invitations issued for men, less than 1%, in 2024. This is because candidates who may qualify for FSTP may also qualify for CEC or FSWP, and may be invited through program eligibility in those programs.

Table 6: Invitations to apply issued to candidates by economic immigration program – broken down by gender, 2022-2024

Program Hierarchy	Men					
	2022 #	2022%	2023 #	2023%	2024 #	2024%
Canadian Experience Class	11,309	42%	32,284	52%	25,318	48%

Provincial/Territorial Nominees	11,676	43%	16,337	26%	14,234	27%
Federal Skilled Workers	4,109	15%	14,007	22%	12,878	25%
Skilled Trades			7	<1%	6	<1%
Total	27,094	100%	62,635	100%	52,436	100%

Women						
Canadian Experience Class	7,586	39%	21,981	46%	22,421	48%
Provincial/Territorial Nominees	7,582	39%	10,108	21%	9,804	21%
Federal Skilled Workers	4,276	22%	15,534	33%	14,231	31%
Skilled Trades			1	<1%		
Total	19,444	100%	47,624	100%	46,456	100%

Source: MBR_FACT_EE_ITA as of February 03, 2025

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

Tables 7 to 9 display the socio-demographic characteristics of candidates invited to apply for permanent residence, and show shifting trends between 2022 and 2024, largely attributable to changes in the invitation round strategies, including a focus on CEC and PNP, and the introduction of category-based selection in mid-2023, and the first full year of category-based rounds in 2024.

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 2024 (53%), representing a slight decline from 2023 (54%) but an increase from 2022 (50%). Those aged 30-34 represented the second largest age group and saw a slight increase in 2024 (28%) from 2023 (27%). Overall, the age structure remained relatively similar over consecutive years.

Looking at the highest level of education of those invited to apply, in 2024, the distribution was relatively on par with year 2023 but slightly varied from year 2022. The largest proportion of invitations (47%) was issued to candidates with post-secondary credential of three years or longer, demonstrating an increase of 7 percentage points from 2022 (40%). This was followed by candidates with master's degree and entry-to-practice professional degree (41%), which decreased from 2022 (46%). The proportion of candidates with one or two year post-secondary credential as well as high school or less remained relatively the same rate since 2022, and those with PhDs decreased slightly in number in 2024 compared to 2023 but as a share of total of ITAs remained at the same rate of 3% since 2023. Overall candidates who received ITAs remained highly educated, with 90% claiming to hold a post-secondary educational credential of at least three years, which was a slight decrease from 2023 (92%).

Table 7: Invitations to apply issued to candidates by age and level of education, 2022-2024

Age Group	Age					
	2022 #	2022%	2023 #	2023%	2024 #	2024%
<20			2	<1%	10	<1%
20-29	23,305	50%	59,938	54%	52,562	53%
30-34	13,721	29%	29,627	27%	27,259	28%
35-39	6,156	13%	13,481	12%	12,295	12%
40-44	2,213	5%	4,916	4%	4,560	5%
44+	1,144	2%	2,302	2%	2,217	2%
Total	46,539	100%	110,266	100%	98,903	100%

Highest Level of Education	Education					
	2022 #	2022%	2023 #	2023%	2024 #	2024%
High School or Less	540	1%	810	1%	727	1%
One or two year post-secondary credential	4,050	9%	7,819	7%	9,243	9%
Post-secondary credential of three years or longer	18,588	40%	50,294	46%	46,052	47%
Master's Degree or entry-to-practice professional degree	21,278	46%	47,529	43%	40,244	41%
PhD	2,083	4%	3,814	3%	2,637	3%
Total	46,539	100%	110,266	100%	98,903	100%

Source: MBR_FACT_EE_ITA as of February 03, 2025

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

When considering the first official language proficiency (Table 8) of candidates invited to apply, language skill level slightly increased in 2024 for both CLB 7 and 8, but slightly decreased for both CLB 9 and 10. In 2023, the most common *Canadian Language Benchmarks (CLB)/Niveaux de compétence linguistique canadiens (NCLC)* level was 9 (31%) followed by level 7 (24%). In 2024, these two CLB/NCLC levels were equally common (27% for both), followed by level 8 (25%). However, when compared to 2022, these CLB levels nearly doubled in number given the larger volume of invitations issued in 2024.

Looking at Canadian work experience (Table 9), in 2024, a majority of candidates invited to apply (64%) had at least one year of eligible Canadian work experience. The share is consistent with previous years with a slight increase from 2023 (63%) and 2022 (62%). In 2024 (Table 9), 34% of invitations went to candidates with no eligible Canadian work experience followed by 31% of invitations being issued to candidates with one year of Canadian work experience.

The proportion of candidates with 3 or more years of foreign experience in 2024 (54%) was somewhat similar to the proportion in 2023 (56%) (Table 9), but declined slightly since 2022 (58%). A drastic contrast in 2024 is seen in the proportion of candidates with no foreign work experience or less than one year foreign work experience (1% in 2024 versus 28% in 2023 versus 27% in 2022).

Table 8: Invitations to apply issued to candidates by first official language proficiency level, 2022-2024

First official language Level	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %
CLB/NCLC 4	7	<1%	5	<1%	5	<1%
CLB/NCLC 5	817	2%	1192	1%	1,134	1%
CLB/NCLC 6	2,094	4%	3,849	3%	3,646	4%
CLB/NCLC 7	9,444	20%	26,173	24%	26,535	27%
CLB/NCLC 8	8,709	19%	25,214	23%	25,167	25%
CLB/NCLC 9	15,587	33%	33,872	31%	26,609	27%

CLB/NCLC 10	9,881	21%	19,961	18%	15,807	16%
Total	46,539	100%	110,266	100%	98,903	100%

Source: MBR_FACT_EE_ITA as of February 03,2025

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

Table 9: Invitations to apply issued to candidates by amount of Canadian work experience and Foreign work experience, 2022-2024

Canadian Work Experience						
Experience level	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %
Less than one year	1,957	4%	4,126	4%	2,161	2%
1 year	18,986	41%	40,033	36%	31,151	31%
2 years	7,246	16%	25,127	23%	22,839	23%
3 years	1,528	3%	3,255	3%	8,112	8%
4 years	480	1%	872	1%	1,017	1%
5 years or more	276	1%	506	0%	464	0%
None	16,066	35%	36,347	33%	33,159	34%
Total	46,539	100%	110,266	100%	98,903	100%

Foreign Work Experience						
Experience level	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %
No foreign work experience or less than one year	12,569	27%	31,276	28%	497	1%
1 year	3,796	8%	9,576	9%	11,340	11%
2 years	3,267	7%	7,077	6%	7,812	8%
3 years	6,035	13%	14,706	13%	13,224	13%
4 years	4,621	10%	11,908	11%	10,517	11%
5 years or more	16,251	35%	35,723	32%	30,094	30%
Total	46,539	100%	110,266	100%	98,903	100%

Source: MBR_FACT_EE_ITA as of February 03,2025

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

Table 10 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 2024, while 20,957 ITAs were issued to candidates who met criteria for Arranged Employment points, only 18,708 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 2024, less than one half of ITAs (31%) were issued on the basis of human capital attributes alone (i.e. to candidates who did not meet criteria for any additional points).

In 2024, the number of candidates who received additional points for French-language proficiency nearly doubled at 25% compared to 2023 at 14%. Nearly all 25% met the criteria for additional points in 2024. This increase is primarily related to the French-proficiency category and the Department's growing Francophone immigration targets.

Table 10: 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, 2022-2024

Additional point type	2022 #	2022 %	2023 #	2023 %	2024 #	2024 %
(a) Assigned additional points						
No Additional Points	20,933	45%	37,268	34%	30,458	31%
Provincial Nominee	19,258	41%	26,445	24%	24,038	24%
Arranged Employment	7,350	16%	17,881	16%	18,708	19%
Education in Canada	12,625	27%	40,027	36%	35,208	36%
French-language proficiency	6,251	13%	14,944	14%	24,303	25%
Siblings in Canada	4,937	11%	16,226	15%	13,664	14%

(b) Met Criteria for points						
No Additional Points	8,953	19%	19,830	18%	14,467	15%
Provincial Nominee	19,258	41%	26,445	24%	24,038	24%
Arranged Employment	9,583	21%	20,716	19%	20,957	21%
Education in Canada	19,587	42%	50,987	46%	47,038	48%
French-language proficiency	7,561	16%	15,812	14%	24,686	25%
Siblings in Canada	7,766	17%	20,823	19%	16,864	17%
Total	46,539	100%	110,266	100%	98,903	100%

Source: MBR_FACT_EE_ITA as of February 3, 2025

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.

Table 11 provides information on invitations issued to men and women who met the criteria to receive each additional point type. Education in Canada (47,038) and French language proficiency (24,686) were the most common additional point types for which both men and women met criteria in 2024. While Education in Canada (25,559) and Arranged Employment (11,699) remained the most common additional point type for men, the most common additional point type for women was Education in Canada (21,476) and French language proficiency (12,242) in 2024. The share of additional points for Arranged Employment across genders began to equalize in 2024 with 56% of men meeting the criteria compared to 44% of women . This was a change from previous years where differences between men and women were more notable with the share of men nearly two-fold relative to women with arranged employment. Furthermore, for French-language proficiency and Siblings in Canada, differences across genders have remained somewhat stable since 2022 with some slight fluctuations.

Table 11: Invitations to apply issued to candidates that met the criteria to receive each additional point type for Arranged Employment, Education in Canada, French Language Proficiency and Siblings in Canada, broken down by gender, 2022-2024

Arranged Employment						
Gender	2022 #	2022 %	2023 #	2023 %	2024 #	2024%
Men	6,195	65%	13,548	65%	11,699	56%

Women	3,388	35%	7,166	35%	9,253	44%
Total	9,583	100%	20,716	100%	20,957	100%

Education in Canada

Gender	2022 #	2022 %	2023 #	2023 %	2024 #	2024%
Men	11,822	60%	29,973	59%	25,559	54%
Women	7,765	40%	21,010	41%	21,476	46%
Total	19,587	100%	50,987	100%	47,038	100%

French Language Proficiency

Gender	2022 #	2022 %	2023 #	2023 %	2024 #	2024%
Men	3,529	47%	7,709	49%	12,443	50%
Women	4,031	53%	8,103	51%	12,242	50%
Total	7,561	100%	15,812	100%	24,686	100%

Siblings in Canada

Gender	2022 #	2022 %	2023 #	2023 %	2024 #	2024%
Men	4,008	52%	10,496	50%	8,017	48%
Women	3,758	48%	10,326	50%	8,846	52%
Total	7,766	100%	20,823	100%	16,864	100%

Source: MBR_FACT_EE_ITA as of February 3, 2025

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

As seen in Table 12a, in 2024, candidates with TEER 1 occupations (occupations that usually require a university degree) made-up a significant proportion (62%) of ITAs among the top 15 occupations relative to TEER 2 and 3. By comparison, 72% were in TEER 1 in 2023 and 65% in 2022. In 2024, occupations in the IT sector made-up a significant proportion of the candidates invited to apply through EE, including software engineers and designers, software developers and programmers, and information systems specialists. This was a relatively similar trend to 2023, but at lower levels of ITAs. 2024 saw more diversity across sectors of top primary occupations in IT, food services, trades, finance, and healthcare relative to 2023 that saw a great concentration of occupations in the IT sector.

Table 12a: Most common primary occupations, upon invitation to apply – Total, 2022-2024

Primary Occupation	TEER	2022 #	Primary Occupation	TEER	2023 #	Primary Occupation	TEER	2024 #
21231 Software engineers and designers	1	3,848	21231 Software engineers and designers	1	7,259	21231 Software engineers and designers	1	3,715
21222 Information systems specialists	1	1,889	21232 Software developers and programmers	1	5,183	62020 Food service supervisors	2	3,608
21230 Computer systems developers and programmers	1	1,855	62020 Food service supervisors	2	3,277	21232 Software developers and programmers	1	3,142
62020 Food service supervisors	2	1,558	21222 Information systems specialists	1	2,951	13110 Administrative assistants	3	2,669
11202 Professional occupations in advertising, marketing and public relations	1	1,025	13110 Administrative assistants	3	2,538	41220 Secondary school teachers	1	2,136
21223 Database analysts and data administrators	1	1,025	21223 Database analysts and data administrators	1	2,151	21222 Information systems specialists	1	2,091
41200 University professors and lecturers	1	955	11202 Professional occupations in advertising, marketing and public relations	1	2,142	11100 Financial auditors and accountants	1	2,079
13200 Customs, ship and other brokers	3	945	11100 Financial auditors and accountants	1	2,090	33102 Nurse aides, orderlies and patient service associates	3	1,946
11201 Professional occupations in business management consulting	1	901	22221 User support technicians	2	1,844	11202 Professional occupations in advertising, marketing and public relations	1	1,945
11100 Financial auditors and accountants	1	857	20012 Computer and information systems managers	0	1,841	31102 General practitioners and family physicians	1	1,841

20012 Computer and information systems managers	0	855	13100 Administrative officers	3	1,747	31301 Registered nurses and registered psychiatric nurses	1	1,776
22221 User support technicians	2	842	21211 Data scientists	1	1,654	22221 User support technicians	2	1,733
10022 Advertising, marketing and public relations managers	0	812	21221 Business systems specialists	1	1,600	62010 Retail sales supervisors	2	1,718
13100 Administrative officers	3	800	12200 Accounting technicians and bookkeepers	2	1,599	13100 Administrative officers	3	1,708
63200 Cooks	3	728	21230 Computer systems developers and programmers	1	1,475	21221 Business systems specialists	1	1,517
Other		27,644	Other		70,915	Other		65,279
Total		46,539	Total		110,266	Total		98,903

Table 12b: Most common primary occupations, upon invitation to apply – Men, 2022-2024

Primary Occupation	TEER	2022 #	Primary Occupation	TEER	2023 #	Primary Occupation	TEER	2024 #
21231 Software engineers and designers	1	2,945	21231 Software engineers and designers	1	5,484	21231 Software engineers and designers	1	2,807
21230 Computer systems developers and programmers	1	1,402	21232 Software developers and programmers	1	3,807	21232 Software developers and programmers	1	2,321
21222 Information systems specialists	1	1,249	21222 Information systems specialists	1	2,002	21222 Information systems specialists	1	1,424
62020 Food service supervisors	2	684	20012 Computer and information systems managers	0	1,333	62020 Food service supervisors	2	1,320

21223 Database analysts and data administrators	1	662	62020 Food service supervisors	2	1,332	22221 User support technicians	2	1,029
20012 Computer and information systems managers	0	624	21223 Database analysts and data administrators	1	1,284	72106 Welders and related machine operators	2	998
41200 University professors and lecturers	1	553	22221 User support technicians	2	1,187	41220 Secondary school teachers	1	983
22221 User support technicians	2	528	21230 Computer systems developers and programmers	1	1,094	11100 Financial auditors and accountants	1	944
11201 Professional occupations in business management consulting	1	471	21211 Data scientists	1	1,091	62010 Retail sales supervisors	2	940
63200 Cooks	3	469	73300 Transport truck drivers	3	1,065	21221 Business systems specialists	1	883
00012 Senior managers - financial, communications and other business services	0	462	72106 Welders and related machine operators	2	1,060	31102 General practitioners and family physicians	1	801
72100 Machinists and machining and tooling inspectors	2	456	21221 Business systems specialists	1	947	21223 Database analysts and data administrators	1	800
62100 Technical sales specialists - wholesale trade	2	445	11100 Financial auditors and accountants	1	923	72204 Telecommunications line and cable installers and repairers	2	794
62010 Retail sales supervisors	2	435	21300 Civil engineers	1	865	73300 Transport truck drivers	3	789
21234 Web developers and programmers	1	424	62010 Retail sales supervisors	2	852	20012 Computer and information systems managers	0	767
Other		15,285	Other		38,309	Other		34,836
Total		27,094	Total		62,635	Total		52,436

Source: MBR_FACT_EE_ITA as of February 03, 2025

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

Table 12c: Most common primary occupations, upon invitation to apply – Women, 2022-2024

Primary Occupation	TEER	2022 #	Primary Occupation	TEER	2023 #	Primary Occupation	TEER	2024 #
21231 Software engineers and designers	1	903	62020 Food service supervisors	2	1,945	62020 Food service supervisors	2	2,286
62020 Food service supervisors	2	874	13110 Administrative assistants	3	1,893	13110 Administrative assistants	3	2,017
13200 Customs, ship and other brokers	3	706	21231 Software engineers and designers	1	1,775	31301 Registered nurses and registered psychiatric nurses	1	1,530
21222 Information systems specialists	1	640	21232 Software developers and programmers	1	1,376	33102 Nurse aides, orderlies and patient service associates	3	1,510
11202 Professional occupations in advertising, marketing and public relations	1	637	11202 Professional occupations in advertising, marketing and public relations	1	1,326	11202 Professional occupations in advertising, marketing and public relations	1	1,226
13100 Administrative officers	3	555	11100 Financial auditors and accountants	1	1,167	13100 Administrative officers	3	1,209
42202 Early childhood educators and assistants	2	489	13100 Administrative officers	3	1,131	42202 Early childhood educators and assistants	2	1,190
10022 Advertising, marketing and public relations managers	0	485	31110 Dentists	1	1,042	41220 Secondary school teachers	1	1,153

11100 Financial auditors and accountants	1	479	31301 Registered nurses and registered psychiatric nurses	1	1,014	11100 Financial auditors and accountants	1	1,135
21230 Computer systems developers and programmers	1	453	21222 Information systems specialists	1	949	31102 General practitioners and family physicians	1	1,040
11201 Professional occupations in business management consulting	1	430	12200 Accounting technicians and bookkeepers	2	939	31110 Dentists	1	978
12200 Accounting technicians and bookkeepers	2	423	42202 Early childhood educators and assistants	2	930	21231 Software engineers and designers	1	905
41200 University professors and lecturers	1	402	21223 Database analysts and data administrators	1	867	12200 Accounting technicians and bookkeepers	2	878
31301 Registered nurses and registered psychiatric nurses	1	386	31102 General practitioners and family physicians	1	850	21232 Software developers and programmers	1	821
21223 Database analysts and data administrators	1	363	41200 University professors and lecturers	1	702	62010 Retail sales supervisors	2	778
Other		11,219	Other		29,718	Other		27,800
Total		19,444	Total		47,624	Total		46,456

Source: MBR_FACT_EE_ITA as of February 03, 2025

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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

As seen in Table 12b and 12c, there were differences in the 15 most common primary occupations at the time of invitation for men and women in 2024. While the most common primary occupation at the time of invitation in 2024 were identical to 2023 (software engineers and designers), men and women's top occupations differed. Overall, men had a higher share of ITAs in IT, trades, finance, and transport, whereas women had a higher share of ITAs in the service sector, education, healthcare as well as IT.

Table 13a displays the most common occupations among candidates invited to apply who were assigned Arranged Employment points. Candidates most likely to have Arranged Employment included those employed in the service sector, IT, financial, and trades. In 2024, there was a greater diversity among Arranged Employment occupations, when compared to 2023. The TEER categories of the top 15 occupations were slightly higher than in 2023, including four TEER 0 occupations, five TEER 1 occupations, three TEER 2 occupations, and three TEER 3 occupations. Moreover, in 2024 there were three top occupations represented in healthcare and one in education as a result of category-based selection. This is in contrast to 2022 and 2023, when no occupations in healthcare and education were represented.

Table 13a: Most common occupations of candidates assigned Arranged Employment points, upon invitation to apply – total, 2022-2024

Primary Occupation with assigned arranged employment point	TEER	2022 #	Primary Occupation with assigned arranged employment point	TEER	2023 #	Primary Occupation with assigned arranged employment point	TEER	2024 #
21231 Software engineers and designers	1	889	21231 Software engineers and designers	1	2,016	62020 Food service supervisors	2	2,590
21230 Computer systems developers and programmers	1	512	62020 Food service supervisors	2	1,477	21231 Software engineers and designers	1	1,074
00012 Senior managers - financial, communications and other business services	0	457	21232 Software developers and programmers	1	1,008	13110 Administrative assistants	3	992
21222 Information systems specialists	1	441	21222 Information systems specialists	1	956	62010 Retail sales supervisors	2	790

41200 University professors and lecturers	1	407	00012 Senior managers - financial, communications and other business services	0	733	63200 Cooks	3	607
62020 Food service supervisors	2	375	21230 Computer systems developers and programmers	1	666	13100 Administrative officers	3	602
00015 Senior managers - construction, transportation, production and utilities	0	305	13110 Administrative assistants	3	576	21232 Software developers and programmers	1	578
00014 Senior managers - trade, broadcasting and other services	0	206	20012 Computer and information systems managers	0	526	21222 Information systems specialists	1	556
20012 Computer and information systems managers	0	206	41200 University professors and lecturers	1	526	00012 Senior managers - financial, communications and other business services	0	483
13100 Administrative officers	3	150	00015 Senior managers - construction, transportation, production and utilities	0	476	60030 Restaurant and food service managers	0	448
63200 Cooks	3	150	13100 Administrative officers	3	430	41200 University professors and lecturers	1	431
13200 Customs, ship and other brokers	3	145	63200 Cooks	3	420	12200 Accounting technicians and bookkeepers	2	425
21223 Database analysts and data administrators	1	137	00014 Senior managers - trade, broadcasting and other services	0	350	00014 Senior managers - trade, broadcasting and other services	0	298
12200 Accounting technicians and bookkeepers	2	125	62010 Retail sales supervisors	2	339	00015 Senior managers - construction, transportation, production and utilities	0	292

52120 Graphic designers and illustrators	2	98	73300 Transport truck drivers	3	334	11202 Professional occupations in advertising, marketing and public relations	1	245
Other		2,747	Other		7,048	Other		8,297
Total		7,350	Total		17,881	Total		18,708

Source: MBR_FACT_EE_ITA as of February 03, 2025

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

Table 13b and 13c 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 (5) with Arranged Employment points included the same number of TEER 1 occupations (5) in comparison to their female counterparts (5). However, men had more TEER 0 occupations (5) compared to women (2). Women's top occupation, food service supervisors, remained the same from 2022 to 2024. Similarly, men's top occupation changed to food service supervisors compared to software engineers and designers from 2022 to 2023. For women, new occupations that made it among the top 15 relative to year 2023 include early childhood educators and senior managers in finance, communications, and other business. For men, new occupations include administrative assistants, university professors and lecturers, as well as restaurant and food service managers. Overall, 2024 saw a lower share of candidates in TEER 1 occupations compared to year 2023. The highest share of candidates with arranged employment came from TEER 2 occupations whereas in year 2023, the highest share came from TEER 1.

Table 13b: Most common occupations of candidates assigned Arranged Employment points, upon invitation to apply – men, 2022-2024

Primary Occupation with assigned arranged employment point	TEER	2022 #	Primary Occupation with assigned arranged employment point	TEER	2023 #	Primary Occupation with assigned arranged employment point	TEER	2024 #
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21231 Software engineers and designers	1	723	21231 Software engineers and designers	1	1,629	62020 Food service supervisors	2	927
21230 Computer systems developers and programmers	1	429	21232 Software developers and programmers	1	788	21231 Software engineers and designers	1	825
00012 Senior managers - financial, communications and other business services	0	353	21222 Information systems specialists	1	730	62010 Retail sales supervisors	2	443
21222 Information systems specialists	1	330	00012 Senior managers - financial, communications and other business services	0	585	21232 Software developers and programmers	1	423
41200 University professors and lecturers	1	246	62020 Food service supervisors	2	581	21222 Information systems specialists	1	396
00015 Senior managers - construction, transportation, production and utilities	0	242	21230 Computer systems developers and programmers	1	518	00012 Senior managers - financial, communications and other business services	0	370
20012 Computer and information systems managers	0	162	20012 Computer and information systems managers	0	433	63200 Cooks	3	353
00014 Senior managers - trade, broadcasting and other services	0	148	00015 Senior managers - construction, transportation, production and utilities	0	356	13110 Administrative assistants	3	261
62020 Food service supervisors	2	145	73300 Transport truck drivers	3	325	41200 University professors and lecturers	1	246
21223 Database analysts and data administrators	1	98	41200 University professors and lecturers	1	292	00015 Senior managers - construction, transportation, production and utilities	0	209
63200 Cooks	3	87	63200 Cooks	3	268	60030 Restaurant and food service managers	0	200

62010 Retail sales supervisors	2	66	00014 Senior managers - trade, broadcasting and other services	0	226	00014 Senior managers - trade, broadcasting and other services	0	197
52120 Graphic designers and illustrators	2	57	62010 Retail sales supervisors	2	210	73300 Transport truck drivers	3	182
31100 Specialists in clinical and laboratory medicine	1	53	21221 Business systems specialists	1	174	21230 Computer systems developers and programmers	1	176
21234 Web developers and programmers	1	52	13100 Administrative officers	3	169	20012 Computer and information systems managers	0	166
Other		1,553	Other		4,252	Other		4,688
Total		4,744	Total		11,536	Total		10,062

Source: MBR_FACT_EE_ITA as of February 03, 2025

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

Table 13c: Most common Arranged Employment occupations, upon invitation to apply – women, 2022- 2024

Primary Occupation with assigned arranged employment point	TEER	2022 #	Primary Occupation with assigned arranged employment point	TEER	2023 #	Primary Occupation with assigned arranged employment point	TEER	2024 #
62020 Food service supervisors	2	230	62020 Food service supervisors	2	896	62020 Food service supervisors	2	1,663
21231 Software engineers and designers	1	166	13110 Administrative assistants	3	431	13110 Administrative assistants	3	731

41200 University professors and lecturers	1	161	21231 Software engineers and designers	1	387	13100 Administrative officers	3	444
21222 Information systems specialists	1	111	13100 Administrative officers	3	261	62010 Retail sales supervisors	2	347
13100 Administrative officers	3	106	41200 University professors and lecturers	1	233	12200 Accounting technicians and bookkeepers	2	276
00012 Senior managers - financial, communications and other business services	0	104	21222 Information systems specialists	1	226	63200 Cooks	3	254
13200 Customs, ship and other brokers	3	104	21232 Software developers and programmers	1	220	60030 Restaurant and food service managers	0	248
21230 Computer systems developers and programmers	1	83	12200 Accounting technicians and bookkeepers	2	180	21231 Software engineers and designers	1	246
12200 Accounting technicians and bookkeepers	2	81	63200 Cooks	3	152	41200 University professors and lecturers	1	185
00015 Senior managers - construction, transportation, production and utilities	0	63	00012 Senior managers - financial, communications and other business services	0	148	21222 Information systems specialists	1	160
63200 Cooks	3	63	21230 Computer systems developers and programmers	1	148	21232 Software developers and programmers	1	155
00014 Senior managers - trade, broadcasting and other services	0	58	62010 Retail sales supervisors	2	129	33102 Nurse aides, orderlies and patient service associates	3	153
11201 Professional occupations in business management consulting	1	48	00014 Senior managers - trade, broadcasting and other services	0	124	42202 Early childhood educators and assistants	2	148
11202 Professional occupations in advertising,	1	44	00015 Senior managers - construction,	0	120	11202 Professional occupations in	1	141

marketing and public relations			transportation, production and utilities			advertising, marketing and public relations		
20012 Computer and information systems managers	0	44	60030 Restaurant and food service managers	0	113	00012 Senior managers - financial, communications and other business services	0	113
Other		1,140	Other		2,575	Other		3,377
Total		2,606	Total		6,343	Total		8,641

Source: MBR_FACT_EE_ITA as of February 03, 2025

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

TEER Definition

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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 14 shows that the three most common countries of residence among candidates who received an ITA changed slightly from 2022 to 2024. While Canada has consistently been the top country of residence of candidates who receive an ITA, 69% in 2024 similar to 2023. Over the same period, the proportion of invited candidates who indicated India as their country of residence decreased slightly from 7% in 2023 to 3% in 2024. While Cameroon took the top share in 2024 and rose from 3% of ITAs in 2023 to 9% of ITAs in 2024. Nigeria remained among the top three most common countries of residence in 2024 with 3% of ITAs, similar to year 2023.

Table 14a: Most common countries of residence among candidates who received an invitation to apply – Total, 2022-2024

Country of residence	2022 #	Country of residence	2023 #	Country of residence	2024 #
Canada	31,661	Canada	76,946	Canada	67,817
India	3,724	India	7,401	Federal Republic of Cameroon	8,999
Nigeria	1706	Federal Republic of Cameroon	3,815	India	3,104

Federal Republic of Cameroon	1057	Nigeria	3,766	Nigeria	3,088
United States of America	890	United States of America	2,597	Morocco	1,770
Morocco	784	Morocco	1,675	Algeria	1,621
United Arab Emirates	669	Algeria	1,349	United Kingdom and Overseas Territories	1,139
Lebanon	555	Pakistan	1,162	United States of America	991
Algeria	549	United Kingdom and Overseas Territories	1,151	Republic of Ivory Coast	982
United Kingdom and Overseas Territories	366	United Arab Emirates	1,041	France	819
Other	4,578	Other	9,363	Other	8,573
Total	46,539	Total	110,266	Total	98,903

Source: MBR_FACT_EE_ITA as of February 03, 2025

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

As displayed in Tables 14b and 14c, the most common countries of residence varied slightly for both men and women in 2023 and 2024. While Canada and Cameroon were the top two common countries of residence for both genders, the top third common country was India for men and Nigeria for women. In 2024, the Republic of Ivory Coast and France were among the top countries of residence of candidates who received an invitation to apply, . In 2024, a smaller proportion of women (65%) than men (72%) indicated Canada as their country of residence.

Table 14b: Most common countries of residence among candidates who received an invitation to apply – Men, 2022-2024

Country of residence	2022 #	Country of residence	2023 #	Country of residence	2024 #
Canada	19,633	Canada	46,810	Canada	37,751
India	1,973	India	3,450	Federal Republic of Cameroon	4,383
Nigeria	684	Federal Republic of Cameroon	1,781	India	1,402
United States of America	530	United States of America	1,473	Nigeria	1,063
Federal Republic of Cameroon	478	Nigeria	1,365	Morocco	891
Morocco	368	Morocco	831	Algeria	769

United Arab Emirates	328	Algeria	638	Republic of Ivory Coast	574
Algeria	240	Pakistan	560	United States of America	516
Pakistan	202	United Arab Emirates	524	United Kingdom and Overseas Territories	476
France	199	United Kingdom and Overseas Territories	507	France	471
Other	2,459	Other	4,696	Other	4,140
Total	27,094	Total	62,635	Total	52,436

Source: MBR_FACT_EE_ITA as of February 03, 2025

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

Table 14c: Most common countries of residence among candidates who received an invitation to apply – Women, 2022-2024

Country of residence	2022 #	Country of residence	2023 #	Country of residence	2024 #
Canada	12,028	Canada	30,131	Canada	30,056
India	1,751	India	3,950	Federal Republic of Cameroon	4,616
Nigeria	1022	Nigeria	2,400	Nigeria	2,024
Federal Republic of Cameroon	579	Federal Republic of Cameroon	2,034	India	1,702
Morocco	416	United States of America	1,124	Morocco	879
Lebanon	360	Morocco	844	Algeria	852
United States of America	360	Algeria	711	United Kingdom and Overseas Territories	663
United Arab Emirates	341	United Kingdom and Overseas Territories	644	Pakistan	559
Algeria	309	Pakistan	602	United States of America	475
United Kingdom and Overseas Territories	195	United Arab Emirates	517	Republic of Ivory Coast	408
Other	2,083	Other	4,667	Other	4,222
Total	19,444	Total	47,624	Total	46,456

Source: MBR_FACT_EE_ITA as of February 03, 2025

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

As displayed in Table 15a, the top five countries of citizenship among candidates who received an ITA was relatively similar to 2023, with the Philippines making it in the top 5 in 2024. While India remained the most common country of citizenship by a significant margin, the margin decreased slightly in 2024 (43%) compared to 2023 (47%). India, Cameroon, and Nigeria were in the top three countries of citizenship in 2024.

Looking at the top 10 most common countries of citizenship among candidates who received an ITA, notable changes from 2023 to 2024 include:

- Philippines moved up from sixth to fifth most common country of citizenship; France made it among the top 10 from 2023 to 2024;
- Brazil no longer featured in the top 10 and Algeria moved up from tenth to seventh in 2024; Morocco moved up from eighth to sixth in 2024. and,
- Pakistan dropped from seventh to ninth most common country of citizenship from 2023 to 2024.
- From 2022 to 2023, the proportion of citizenships outside the top 10 (i.e. “Other” in Table 15a) decreased slightly from 24% in 2023 to 23% in 2024.

Table 15a: Most common countries of citizenship among candidates who received an invitation to apply – Total, 2022-2024

Country of citizenship	2022 #	Country of citizenship	2023 #	Country of citizenship	2024 #
India	20,801	India	52,411	India	43,004
Nigeria	2,917	Nigeria	7,296	Federal Republic of Cameroon	10,141
People's Republic of China	2467	People's Republic of China	5,897	Nigeria	6,696
Federal Republic of Cameroon	1218	Federal Republic of Cameroon	4,339	People's Republic of China	3,689
Iran	1214	Iran	2,728	Philippines	2,561
France	1081	Philippines	2614	Morocco	2,227
Morocco	974	Pakistan	2564	Algeria	1,989
United States of America	959	Morocco	2043	Iran	1,982
Philippines	934	Brazil	1811	Pakistan	1,785

Pakistan	923	Algeria	1592	France	1,701
Other	13,051	Other	26,971	Other	23,128
Total	46,539	Total	110,266	Total	98,903

Source: MBR_FACT_EE_ITA as of February 03, 2025

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

Tables 15b and 15c display the gender breakdown by most common country of citizenship among candidates who received ITAs. The tables show that India, Cameroon, and Nigeria were the most common countries of citizenship for both men and women who were invited to apply for permanent residence in 2024. Men with Indian citizenship (47%) continued to have a greater proportion of ITAs than women (39%). Women with Cameroonian citizenship (11%) and Nigerian citizenship (9%) had a slightly larger proportion of ITAs issued than men with Cameroonian (10%) and Nigerian (5%) citizenship. There were slight differences in the top 10 countries amongst men and women in 2024. For example, the Philippines came in fifth place for women but ninth place for men. However, there were many similarities among the top countries.

Table 15b: Most common countries of citizenship among candidates who received an invitation to apply – Men, 2022-2024

Country of citizenship	2022 #	Country of citizenship	2023 #	Country of citizenship	2024 #
India	13,348	India	32,627	India	24,839
Nigeria	1,278	Nigeria	2,990	Federal Republic of Cameroon	5,060
People's Republic of China	1,226	People's Republic of China	2,831	Nigeria	2,590
Iran	716	Federal Republic of Cameroon	2,096	People's Republic of China	1,704
Pakistan	632	Pakistan	1,591	Morocco	1,145
France	565	Iran	1,468	Iran	1,010
Federal Republic of Cameroon	562	Brazil	1,113	Algeria	977
United Kingdom and Overseas Territories	547	Philippines	1,066	Pakistan	940
Brazil	543	Morocco	1,041	Philippines	881

United States of America	536	United Kingdom and Overseas Territories	946	France	855
Other	7,141	Other	14,866	Other	12,435
Total	27,094	Total	62,635	Total	52,436

Source: MBR_FACT_EE_ITA as of February 03, 2024

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

Table 15c: Most common countries of citizenship among candidates who received an invitation to apply – Women, 2022-2024

Country of citizenship	2022 #	Country of citizenship	2023 #	Country of citizenship	2024 #
India	7,453	India	19,780	India	18,159
Nigeria	1,639	Nigeria	4,305	Federal Republic of Cameroon	5,081
People's Republic of China	1,241	People's Republic of China	3,066	Nigeria	4,105
Federal Republic of Cameroon	656	Federal Republic of Cameroon	2,243	People's Republic of China	1,985
Philippines	540	Philippines	1,547	Philippines	1,680
France	515	Iran	1,260	Morocco	1,082
Lebanon	507	Morocco	1,002	Algeria	1,012
Iran	498	Pakistan	973	Iran	972
Morocco	498	Algeria	821	France	845
United States of America	423	France	746	Pakistan	845
Other	5,474	Other	11,881	Other	10,690
Total	19,444	Total	47,624	Total	46,456

Source: MBR_FACT_EE_ITA as of February 03, 2025

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

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

As seen in Table 16, there were 339,621 eligible profiles submitted to Express Entry in 2024.

Table 16a and 16b 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 16a, there were 153,069 individuals, representing 45% of all eligible profiles submitted, who qualified for CBS criteria. Among the eligible profiles submitted to Express Entry, 19% qualified for the STEM category, 9% qualified for the French-language proficiency category, around 10% qualified for the healthcare category, 3% for the transport category, 4% for the trade category, and around 1% for the agriculture category. It is important to note that there are overlaps in the number of profiles eligible to more than one category.

While the proportion of men (9%) and women (9%) who qualified for French-language proficiency and the agriculture category (1% for men and 1% for women) were the same, the proportion of men qualifying for the STEM (24%), trades (6%), and transport (5%) categories was higher than the proportion of women (12%, 1%, and 1%, respectively).. On the other hand, a higher proportion of women (14%) qualified for the healthcare category compared to men (5%).

Table 16a: Number and percentages of eligible profiles submitted by candidates who qualify for CBS criteria by gender and age group, 2024

	2024 by Gender				
CBS Category	Men #	Men %	Women #	Women %	Total
CBS Agriculture	1,946	1%	2,069	1%	4,015
CBS French Speakers	15,593	9%	15,133	9%	30,726
CBS Health Care	9,046	5%	23,283	14%	32,329
CBS STEM	43,271	24%	20,041	12%	63,312
CBS Trade	10,638	6%	2,389	1%	13,027
CBS Transport	8,062	5%	1,598	1%	9,660

CBS Total	88,556		64,513		153,069
Grand Total (CBS+Other)	178,370	100%	161,172	100%	339,621

Source: MBR_FACT_EE_MAIN_CBS as of February 03, 2025

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

Grand Totals include those profiles indicating 'another gender' 50 and 'unknown' 29, total 79

As seen in Table 16b, the highest demographic share for category eligibility was seen in those who were aged between 20-29, followed by those aged between 30-34. This was a common trend across all categories. Similarly, the share of those in the age groups 20-29 was substantially higher ranging from 36% for French-language to a share of 69% for the trades category relative to other age groups. The age group 30-34 years of age came in second place ranging from 18% in trade to 30% in French-language proficiency.

Table 16b: Eligible profiles submitted by candidates who qualify for CBS criteria by Age group, 2024

Age group	2024 By Age Group											
	CBS Agriculture		CBS French Speaker		CBS Health Care		CBS STEM		CBS Trade		CBS Transport	
	#	%	#	%	#	%	#	%	#	%	#	%
<20	1	<1%	10	<1%	9	<1%	3	<1%	2	<1%	1	<1%
20-29	1,740	43%	11,214	36%	13,977	43%	27,873	44%	8,952	69%	5,905	61%
30-34	1,177	29%	9,260	30%	9,473	29%	18,533	29%	2,285	18%	1,953	20%
35-39	734	18%	6,731	22%	5,888	18%	10,493	17%	1,033	8%	1,026	11%
40-44	271	7%	2,589	8%	2,114	7%	4,883	8%	473	4%	508	5%
45+	90	2%	921	3%	869	3%	1,532	2%	267	2%	256	3%
Unspecified	3	<1%	4	<1%	8	<1%	14	<1%	17	<1%	11	<1%

Total	4,016	100%	30,729	100%	32,338	100%	63,331	100%	13,029	100%	9,660	100%
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Source: MBR_FACT_EE_MAIN_CBS as of February 03, 2025

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 17a and Table 17b display the number and percentages of male and female candidates in the pool who qualified for CBS criteria. As seen in Table 17a, there were a total of 87,341 candidates in the pool who qualified for CBS criteria. A higher proportion of men candidates in the pool qualified for the STEM category (25% for men and 13% for women), the trades category (5% for men and 1% for women) and the transport category (4% for men and <1% for women). On the other hand, a higher proportion of women in the pool qualified for the French-language proficiency category (4% for women and 3% for men), healthcare category (6% for women and 1% for men) and agriculture category (2% for women and 1% for men). It is important to note here that there are overlaps in the number of profiles eligible to more than one category.

Table 17a: Number and percentages of candidates in the pool who qualify for CBS criteria by gender as of Dec 01, 2024

CBS Category	Men		Women		Total
	#	%	#	%	#
CBS Agriculture	1,528	1%	1,596	2%	3,124
CBS French Speakers	4,981	4%	4,875	5%	9,856
CBS Health Care	4,601	4%	12,465	12%	17,066
CBS STEM	28,433	25%	13,447	13%	41,880
CBS Trade	6,287	5%	1,455	1%	7,742
CBS Transport	6,442	6%	1,231	1%	7,673
CBS Total	52,272		35,069		87,341
All Candidates in the Pool	114,587	100%	103,672	100%	218,291

Source: MBR_FACT_EE_MAIN_CBS as of February 03, 2025

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

* All candidates in the pool includes Another gender 23, Unknown 9, Total 32

In regard to the age groups, a majority of candidates who qualify for CBS criteria were between 20-34 years of age, with a greater proportion of those being between 20-29 years of age. The proportion of candidates between 20-29 was disproportionally high in the trade (68%) and transport (61%) categories, compared to other categories (37%-43%). It is important to note that there are overlaps in the number of profiles eligible to more than one category.

Table 17b: Candidates in the pool who qualify for CBS criteria by age group as of Dec 01, 2024

Age Group	2024											
	CBS Agriculture		CBS French Speaker		CBS Health Care		CBS STEM		CBS Trade		CBS Transport	
	#	%	#	%	#	%	#	%	#	%	#	%
<20	1	<1%	3	<1%	3	<1%	1	<1%	1	<1%	1	<1%
20-29	1,330	43%	2,822	29%	6,392	37%	16,247	39%	5,274	68%	4,672	61%
30-34	903	29%	2,795	28%	4,944	29%	12,758	30%	1,266	16%	1,583	21%
35-39	564	18%	2,666	27%	3,726	22%	7,753	19%	641	8%	787	10%
40-44	237	8%	1,194	12%	1,417	8%	3,870	9%	340	4%	415	5%
45+	90	3%	377	4%	587	3%	1,256	3%	218	3%	215	3%
Unspecified									2	<1%		
Total	3,125	100%	9,857	100%	17,069	100%	41,885	100%	7,742	100%	7,673	100%

Source: MBR_FACT_EE_MAIN_CBS as of February 03, 2025

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?

There were a total of 42,475 candidates invited to apply for permanent residence through category-based selection rounds in 2024. Note that category eligible candidates can be invited in multiple round types, hence disaggregate reporting by category exceeds the total number of ITAs (42, 475) due to overlapping categories. For example, a candidate can meet the agriculture category and be a French-speaker.

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 between 20-29 years of age where disproportionately higher at 69% and 64% respectively. This is followed by STEM at 51% and Healthcare at 48% and Agriculture at 42%. The French-language proficiency category had the highest share of candidates aged between 30-34 at 63%.

Table 18a: Invitations to apply issued to candidates who qualify for CBS categories by age group, 2024

	2024											
	CBS Agriculture		CBS French Speaker		CBS Health Care		CBS STEM		CBS Trade		CBS Transport	
Age Group	#	%	#	%	#	%	#	%	#	%	#	%
<20			1	<1%								
20-29	159	42%	9,162	37%	7,309	48%	10,310	51%	3,590	69%	1,168	64%
30-34	117	31%	15,455	63%	4,150	27%	5,960	29%	843	16%	344	19%
35-39	53	14%	5,843	24%	1,745	12%	2,704	13%	275	5%	124	7%
40-44	18	5%	2,415	10%	668	4%	1,004	5%	128	2%	76	4%
45+	10	3%	742	3%	263	2%	342	2%	60	1%	32	2%
Unspecified							1	<1%				
Total	378	100%	24,686	100%	15,164	100%	20,320	100%	5,176	100%	1,834	100%

Source: MBR_FACT_EE_ITA_CBS as of February 03, 2025

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

Data includes PNP

As seen in Table 18b, men received a higher proportion of ITAs than women for the STEM category (27% for men and 13% for women), the trades category (8% for men and 2% 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 (8% for men and 23% for women). While both genders received an equal proportion of ITAs for agriculture category (<1%), women received a slightly higher proportion of ITAs under the French-language proficiency category (24% for men and 26% for women). Overall, women received nearly 46% share of ITAs who qualify for CBS relative to men at 54%.

Table 18b: Number and percentage of Invitations to apply issued to candidates who qualify for CBS and other categories by gender, 2024

ITA Category	Men		Women	
	#	%	#	%
CBS Agriculture	183	<1%	195	<1%
CBS French Speakers	12,443	24%	12,242	26%
CBS Health Care	4,273	8%	10,890	23%
CBS STEM	14,142	27%	6,172	13%
CBS Trade	4,224	8%	951	2%
CBS Transport	1,547	3%	287	1%
CBS Total	36,812		30,737	
Grand Total (CBS+Other Rounds)	52,436	100%	46,456	100%

Source: MBR_FACT_EE_ITA_CBS as of February 03, 2025

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

*Grand Total of CBS and Other rounds in 2024 was 98,903 which includes Another gender 7, Unknown 4, Total

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Table 19a demonstrates the number of ITAs issued to candidates by program who qualify for CBS categories in 2024, but did not necessarily get invited through a CBS invitation round. In other words, candidates could be invited through general or program specific rounds. Accordingly, for the agriculture and agri-food category, a

great portion of the candidates received an ITA through FSWP (65%) followed by CEC (27%), PNP (8%) 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 (84%), followed by CEC (14%), PNP (2%) and FSTP (1%) and healthcare category as a great portion of candidates received an ITA through FSWP (41%), followed by CEC (38%), and PNP (21%). On the other hand, a significant portion of candidates who received ITAs under CEC were eligible for the STEM, trade, and transport categories; 49% of the ITAs were issued to candidates who qualified for CEC, followed by 32% for PNP, and 19% for FSWP. For the transport category, a great portion of the candidates received ITAs through CEC (51%), followed by FSWP (22%), PNP (27%) and FSTP (<1%). Lastly, similar trend was seen for the trades category as 64% of the candidates received ITAs through CEC, followed by PNP (25%), FSWP (11%) and FSTP (<1%).

Table 19a: Number of Invitations to apply issued to candidates by program who qualify for CBS categories, 2024

	2024												
Program	CBS Agriculture		CBS French Speaker		CBS Health Care		CBS STEM		CBS Trade		CBS Transport		Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Canadian Experience Class	101	27%	3,450	14%	5,800	38%	10,016	49%	3,303	64%	944	51%	47,749
Provincial/Territorial Nominees	30	8%	383	2%	3,188	21%	6,523	32%	1,289	25%	492	27%	24,038
Federal Skilled Workers	246	65%	20,850	84%	6,176	41%	3,781	19%	582	11%	396	22%	27,110
Skilled Trades	1	<1%	3	<1%					2	<1%	2	<1%	6
Total	378	100%	24,686	100%	15,164	100%	20,320	100%	5,176	100%	1,834	100%	98,903

Source: MBR_FACT_EE_ITA_CBS as of February 03, 2025

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

In 2024 there were 98,903 invitations to apply issued through Express Entry.. Of those, 42,475 ITAs were issued to candidates who qualified for CBS categories, of these, 14,445 ITAs were issued to candidates through general rounds and 15,483 ITAs were issued to candidates through PNP rounds (Table 19b). A significant portion of the ITAs were issued through CBS rounds (43%) followed by CEC rounds (27%) to facilitate Francophone immigration

targets, address long-term labour market shortages, and support the transition of temporary residents in Canada to permanent residence.

Table 19b: Invitations to apply issued to candidates by CBS categories and by candidates who qualify for General round criteria including PNP, 2024

CBS and Other Round Type	# of Rounds	2024
CBS Healthcare	3	10,250
CBS STEM	1	4,500
CBS Fr Speakers	11	23,000
CBS Agriculture	1	150
CBS Trades	2	3,600
CBS Transport	1	975
Total CBS Rounds	19	42,475
General	9	14,445
Canadian Experience Class	10	26,500
PNP	14	15,483
Total (General, CEC and PNP)		56,428
Grand Total (General, CEC, PNP and CBS)	52	98,903

Source: MBR_FACT_EE_ITA_CBS as of February 03, 2025

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

Table 19c captures the Department's 2024 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. Hence, total ITA's would be inflated in table 19c due to double-counting in categories where candidates qualify for more than one category. This would also affect country of residence.

Furthermore, PNP ITA counts are also excluded from being counted towards CBS targets.

In 2024, the Department had varying ITA targets for each category, which included 30% for French-language proficiency, 25% for STEM, 11% for healthcare, 5% for trades, 3% for transport, and 0.5% for agriculture and agri-food categories. As seen in the table (19c), the Department achieved its 2024 ITA targets for all categories, with the exception of transport that was slightly below target. Targets for the French-language proficiency, healthcare, trades, and agriculture categories were surpassed. The average total CRS points for CBS ITA rounds ranged from 450 to 500.

Table 19c: Average total CRS points for CBS groups and progress against category targets, 2024, excludes PNP

CBS Category	Avg Total CRS Points	ITA's Issued*	% of All FHS ITAs	2024 Target
CBS Agriculture	464	348	1%	0.50%
CBS French-speakers	450	24,303	44%	30%
CBS Healthcare	468	11,976	22%	11%
CBS STEM	500	13,797	25%	25%
CBS Trades	461	3,887	7%	5%
CBS Transport	465	1,342	2%	3%

Source: MBR_FACT_EE_ITA_CBS as of February 03, 2025

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

**All values exclude PNP

As displayed in Table 20a, the top 10 most common countries of citizenship slightly varied in ranking across the categories. However, India was the most common country of citizenship by a significant margin for all categories, except for agriculture where it was surpassed by Nigeria. Nigeria remained among the top most common countries of citizenship for five categories; agriculture, healthcare, STEM, trade, and transport. For the agriculture

and agri-food category, the top three countries of citizenship were Nigeria (38%), Cameroon (18%), and India (18%). Similarly, India and Nigeria were among the top two most common country of citizenship for trade, transport, and healthcare. For STEM category, the top three countries of citizenship included India (48%), China (7%) and Cameroon (7%). For the trades and transport category, India was the most common country of citizenship by a significant margin: 73% for trades and 66% for transport.

. 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 the Federal Republic of Cameroon (41%), Morocco (9%) and Algeria (8%)..

Table 20a: Invitations to apply issued to candidates by top 10 country of citizenship who qualify for CBS criteria, 2024

Top 10 COCs	CBS Agriculture		Top 10 COCs	CBS Fr Speaker		Top 10 COCs	CBS Health Care	
	#	%		#	%		#	%
Nigeria	142	38%	Federal Republic of Cameroon	10,049	41%	India	5,101	34%
Federal Republic of Cameroon	67	18%	Morocco	2,204	9%	Nigeria	3,194	21%
India	67	18%	Algeria	1,971	8%	Philippines	941	6%
Pakistan	16	4%	France	1,670	7%	Federal Republic of Cameroon	911	6%
Mexico	9	2%	Republic of Ivory Coast	1,129	5%	Pakistan	712	5%
Bangladesh	6	2%	Mauritius	805	3%	Iran	360	2%
Iran	6	2%	Tunisia	668	3%	United Kingdom and Overseas Territories	337	2%
People's Republic of China	4	1%	India	463	2%	People's Republic of China	283	2%
France	4	1%	Congo, Democratic Republic of the	447	2%	Ghana	192	1%
Philippines	4	1%	Lebanon	385	2%	United States of America	166	1%
Other	53	14%	Other	4,895	20%	Other	2,967	20%
Total	378	100%	Total	24,686	100%	Total	15,164	100%

Top 10 COCs	CBS STEM		Top 10 COCs	CBS Trade		Top 10 COCs	CBS Transport	
	#	%		#	%		#	%
India	9,765	48%	India	3,795	73%	India	1,210	66%
People's Republic of China	1,340	7%	Nigeria	312	6%	Nigeria	195	11%
Federal Republic of Cameroon	1,334	7%	Federal Republic of Cameroon	130	3%	Pakistan	43	2%
Nigeria	1,043	5%	People's Republic of China	127	2%	Federal Republic of Cameroon	36	2%
Iran	506	2%	Iran	98	2%	Ukraine	31	2%
Pakistan	443	2%	Philippines	92	2%	France	29	2%
Morocco	384	2%	Republic of Ireland	48	1%	Iran	21	1%
France	333	2%	Brazil	48	1%	People's Republic of China	20	1%
Algeria	332	2%	Mexico	43	1%	Morocco	20	1%
Brazil	325	2%	United Kingdom and Overseas Territories	35	1%	Korea, Republic of	15	1%
Other	4,515	22%	Other	448	9%	Other	214	12%
Total	20,320	100%	Total	5,176	100%	Total	1,834	100%

Source: MBR_FACT_EE_ITA_CBS as of February 03, 2025

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

Data includes PNP

As seen in Table 20b, 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

Table 20b: Invitations to apply issued to candidates by top 10 country of residence who qualify for CBS criteria, 2024

Top 10 CORs	CBS Agriculture		Top 10 CORs	CBS Fr Speaker		Top 10 CORs	CBS Health Care	
	#	%		#	%		#	%

Canada	151	40%	Federal Republic of Cameroon	8,963	36%	Canada	8,016	53%
Nigeria	110	29%	Canada	4,757	19%	Nigeria	1,758	12%
Federal Republic of Cameroon	65	17%	Morocco	1,769	7%	India	1,137	7%
Pakistan	11	3%	Algeria	1,619	7%	United Kingdom and Overseas Territories	818	5%
India	10	3%	Republic of Ivory Coast	982	4%	Federal Republic of Cameroon	808	5%
United Kingdom and Overseas Territories	6	2%	France	813	3%	Pakistan	544	4%
Morocco	4	1%	Mauritius	559	2%	United States of America	187	1%
United Arab Emirates	3	1%	Tunisia	404	2%	United Arab Emirates	140	1%
United States of America	3	1%	Nigeria	283	1%	Iran	140	1%
Congo, Democratic Republic of the	2	1%	People's Republic of China	266	1%	Algeria	121	1%
Other	13	3%	Other	4,271	17%	Other	1,495	10%
Total	378	100%	Total	24,686	100%	Total	15,164	100%

Top 10 CORs	CBS STEM		Top 10 CORs	CBS Trade		Top 10 CORs	CBS Transport	
	#	%		#	%		#	%
Canada	14,805	73%	Canada	4,595	89%	Canada	1,489	81%
Federal Republic of Cameroon	1,156	6%	Nigeria	216	4%	Nigeria	135	7%
India	794	4%	Federal Republic of Cameroon	119	2%	India	41	2%
United States of America	569	3%	India	99	2%	Pakistan	31	2%
Nigeria	370	2%	Iran	23	<1%	Federal Republic of Cameroon	28	2%
Morocco	295	1%	Pakistan	19	<1%	Morocco	18	1%
France	270	1%	United Kingdom and Overseas Territories	13	<1%	United Kingdom and Overseas Territories	14	1%
Algeria	268	1%	Algeria	9	<1%	Algeria	12	1%
People's Republic of China	176	1%	Burkina-Faso	8	<1%	Iran	10	1%
United Kingdom and Overseas Territories	144	1%	United Arab Emirates	8	<1%	France	5	<1%

Other	1,473	7%	Other	67	1%	Other	51	3%
Total	20,320	100%	Total	5,176	100%	Total	1,834	100%

Source: MBR_FACT_EE_ITA_CBS as of February 03, 2025

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 2024 (Table 21), most candidates were at CLB/NCLC level of 9 (17,131 candidates) and CLB/NCLC level of 7 (16,259 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. French-language proficiency candidates had higher number of candidates being at CLB/NCLC level of 10, 9, and 8 in first official language proficiency than all other categories..

On the other hand, both trades and transport categories had the highest number of candidates who were at CLB/NCLC level of 7.

Table 21: Invitations to apply issued to candidates who qualify for CBS criteria by first official language - CLB levels, 2024

CBS Category	CLB 4	CLB 5	CLB 6	CLB 7	CLB 8	CLB 9	CLB 10
CBS Agriculture		9	9	78	69	156	57
CBS French-speakers		7	6	6,289	7,491	5,807	5,086
CBS Healthcare		56	275	3,962	3,344	5,227	2,300
CBS STEM		10	25	4,570	5,502	6,432	3,781
CBS Trades	4	220	695	2,327	1,044	625	261
CBS Transport	1	90	239	651	321	399	133
Total	5	385	1,232	16,259	15,901	17,131	10,243

CBS Category	CLB 4	CLB 5	CLB 6	CLB 7	CLB 8	CLB 9	CLB 10
CBS Agriculture		9	9	78	69	156	57
CBS French-speakers		7	6	6,289	7,491	5,807	5,086
CBS Healthcare		56	275	3,962	3,344	5,227	2,300
CBS STEM		10	25	4,570	5,502	6,432	3,781
CBS Trades	4	220	695	2,327	1044	625	261
CBS Transport	1	90	239	651	321	399	133
Total	5	385	1,232	16,259	15,901	17,131	10,243

Source: MBR_FACT_EE_ITA_CBS as of February 03, 2025

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 22). For the French-language proficiency category, the top three provinces of intended destination were Ontario (61%), New Brunswick (12%) and Alberta (12%).

Table 22: Invitations to apply issued to candidates who qualify for CBS criteria by intended destinations (Provinces and Territories), 2024

Provinces and Territories	CBS Agriculture		CBS French Speaker		CBS Health Care		CBS STEM		CBS Trade		CBS Transport	
	#	%	#	%	#	%	#	%	#	%	#	%
Newfoundland and Labrador	1	<1%	89	<1%	47	<1%	65	<1%	2	<1%	6	<1%
Prince Edward Island			100	<1%	53	<1%	26	<1%	7	<1%	11	1%
Nova Scotia	10	3%	291	1%	226	1%	528	3%	27	1%	24	1%
New Brunswick	13	3%	3,047	12%	389	3%	608	3%	28	1%	41	2%
Ontario	201	53%	15,017	61%	9,955	66%	13,234	65%	3,854	74%	993	54%
Manitoba	13	3%	959	4%	417	3%	346	2%	56	1%	341	19%

Saskatchewan	23	6%	436	2%	262	2%	312	2%	32	1%	31	2%
Alberta	71	19%	2,985	12%	2,197	14%	2,007	10%	277	5%	176	10%
Northwest Territories			31	<1%	4	<1%	9	<1%	1	<1%	5	<1%
British Columbia	45	12%	1,598	6%	1,590	10%	3,151	16%	884	17%	199	11%
Yukon			64	<1%	11	<1%	18	<1%	6	<1%	6	<1%
Nunavut			69	<1%	13	<1%	16	<1%	2	<1%	1	<1%
Total	378	100%	24,686	100%	15,164	100%	20,320	100%	5,176	100%	1,834	100%

Source: MBR_FACT_EE_ITA_CBS as of February 03, 2025

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 EE in 2024 (85,120) was similar to year 2023 (80,470) but significantly higher than 2022 (34,976), as seen in Table 23. 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 (55%) than women (45%). As Table 23 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 (23,610) was higher than those submitted by women (18,385) for all three years. The same trend was seen for the PNP under EE with more applications being made by men (14,225) compared to applications submitted by women (9,470) for the last three years. On the other hand, women (10,200) submitted higher proportion of application for the FSWP than men (9,220) 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 23: Number of Express Entry (EE) applications received as principal applicants for permanent residence between 2022 and 2024; broken down by immigration category and gender (in cases)

Gender Express Entry	2022	2023	2024	Grand Total
Female				
Canadian Experience Class (EE)	4,915	15,920	18,385	39,220
Federal Skilled Workers (EE)	2,535	11,545	10,200	24,280
Provincial/Territorial Nominees (EE)	7,175	7,940	9,470	24,585
Skilled Trades (EE)	--	--	--	--
Total	14,620	35,410	38,060	88,085
Male				
Canadian Experience Class (EE)	7,360	21,915	23,610	52,885
Federal Skilled Workers (EE)	2,235	9,970	9,220	21,425
Provincial/Territorial Nominees (EE)	10,760	13,175	14,225	38,160
Skilled Trades (EE)	--	--	5	5
Total	20,355	45,060	47,060	112,475
Another gender				
Canadian Experience Class (EE)			--	--
Total			--	--
Unknown				
Canadian Experience Class (EE)			--	--
Provincial/Territorial Nominees (EE)			--	--
Total			--	--
Grand Total	34,975	80,470	85,120	200,565

Data source: Cognos (CBR) as of April 3, 2025

Data compiled by: OPP-DART

Data is operational and subject to change.

As displayed in Table 24, in 2024, Ontario (54, 880) remained the most popular province of intended destination, followed by British Columbia (14,060), and Alberta (7,275). These have been the top provinces of destination over the past three years. There was a significant and continuous increase in the number of applications received through EE for candidates intending to settle in Ontario, from 16,920 in 2022 to 48,415 in 2023, to 54,880 in 2024 while British Columbia rose from 6,960 in 2022 to 15,165 in 2023 but decreased in 2024 to 14,060. Alberta nearly doubled in 2023 (8,365) compared to 2022 (4,365) but decreased in 2024 (7,275).

Table 24: Number of Express Entry (EE) applications received as principal applicants for permanent residence between 2022 and 2024; broken down by province/territory of destination (in Cases)

Province of Destination	2022	2023	2024	Grand Total
Alberta	4,365	8,365	7,275	20,000
British Columbia	6,960	15,165	14,060	36,180
Manitoba	2,040	2,290	3,120	7,455
New Brunswick	870	1,930	2,525	5,320
Newfoundland and Labrador	305	230	260	795
Northwest Territories	30	45	85	160
Nova Scotia	1,785	2,025	1,525	5,330
Nunavut	5	10	15	30
Ontario	16,920	48,415	54,880	120,215
Prince Edward Island	390	450	335	1,175
Saskatchewan	1,265	1,490	975	3,730
Yukon	40	55	75	170
Grand Total	34,975	80,470	85,120	200,565

Data source: Cognos (CBR) as of April 3, 2025

Data compiled by: OPP-DART

Data is operational and subject to change.

How long did it take to process Express Entry applications?

Table 25 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, in 2023 the Department met its processing standard of 6 months for CEC and FSW, while in 2024 the Department met its processing standard time for CEC, FSW, and PNP. Overall, there was a significant improvement from 2022 (22 months) to 2024 (5 months) surpassing the Department's processing standard timeline by 1 month, demonstrating IRCC's operations and processing capacity's recovery from the impacts of COVID-19. The processing times for all EE programs except FSTP decreased from 2022 to 2024.

Table 25: Processing times* of Express Entry applications finalized for permanent residence between 2022 and 2024, by Year and Immigration category (in months)

Immigration Category	6 Months Processing Times (in Months)		
	Ending December 2022	Ending December 2023	Ending December 2024
Canadian Experience Class (EE)	19	5	5
Federal Skilled Workers (EE)	30	6	6
Provincial/Territorial Nominees (EE)	12	7	6
Skilled Trades (EE)	62	84	92
Grand Total	22	6	5

Data source: Cognos (CBR) as of April 3, 2025

Data compiled by: OPP-DART

Data is operational and subject to change.

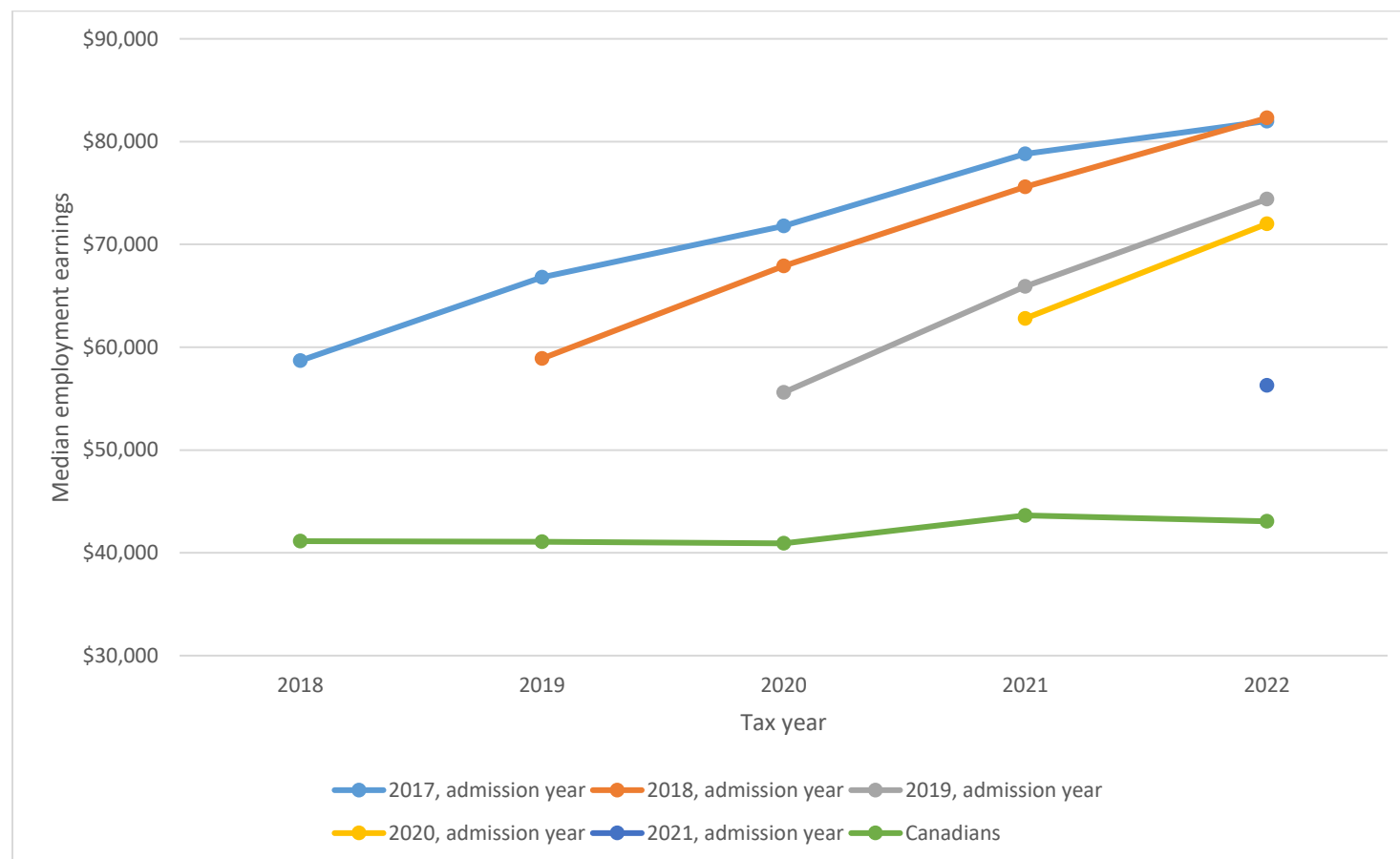
* Processing times refer to the time in which 80% of applications were finalized by IRCC. Please note that a minimum of 10 cases are required to calculate processing time. Permanent resident application processing times are calculated based on a 6-month rolling period, ending each respective year.

'- All values between 0 and 5 are shown as "--". This is done to prevent individuals from being identified when IRCC data is compiled and compared to other publicly available statistics. All other values are rounded to the closest multiple of 5 for the same reason; as a result of rounding, data may not sum to the totals indicated.

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 2017 and 2021. As seen, there is an increasing income trend line for all EE Federal High Skilled admission cohorts for most years, demonstrating an annual increase in employment surpassing the income of average Canadian born workers. At one year since being admitted to Canada, applicants in the 2017 admission cohort had median employment earnings of \$58,700 in 2018 and reached a high of \$82,000 at five years since admission in 2022. Following a similar pattern, those who were admitted in 2018 had median employment earnings of \$58,900 at one year since being admitted to Canada in 2019 which increased to \$82,300 at four years since admission in 2022. Applicants in the 2019 admission cohort had median employment earnings of \$55,600 at one year since admission in 2020, which increased to \$74,400 in 2022. The 2019 admission cohort has slightly lower than the median employment earnings at one and two year since admission for the 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 years since admission for the 2019 admission cohort. For the 2020 admission cohort, the median employment earnings were \$62,800 at one year since admission in 2021 and reached \$72,000 in two years since admission in 2022. Lastly, for the 2021 admission cohort, the median employment earnings was \$56,300 one year since admission in 2022. When compared to the Canadian median employment earnings, all EE admission cohorts have significantly higher median employment earnings.

Figure 4: Median employment earnings (in 2022\$) for Federal High Skilled by admission cohort and Canadians, 2017-2021



Source: IMDB, 2022 update

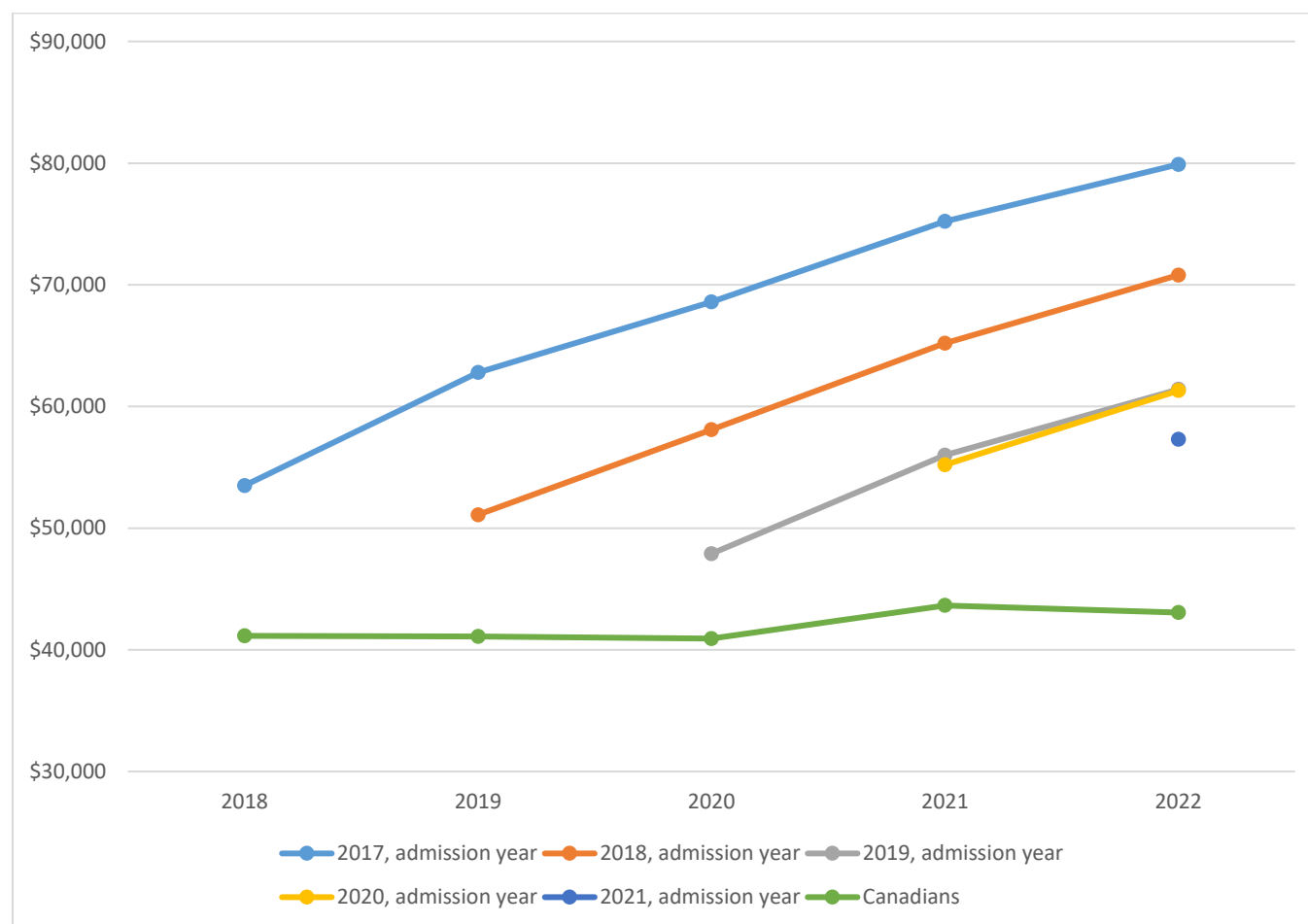
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Median employment earnings (in 2022\$) for Federal High Skilled immigrants by admission year cohort and Canadians, 2017-2021 For the 2017 cohort, median employment income was \$58,700 at one year since admission in 2018, \$66,800 at two years since admission in 2019, \$71,800 at three years since admission in 2020, \$ 78,800 at four years since admission in 2021, and at \$82,000 five years since admission in 2022. For the 2018 cohort, median employment income was \$58,900 at one year since admission in 2019, \$67,900 at two years since admission in 2020, \$ 75,600 at three years since admission in 2021, and

\$82,300 at four years since admission in 2022. For the 2019 cohort, median employment income was \$55,600 at one year since admission in 2020, \$ 65,900 at two years since admission in 2021, and \$74,400 at three years since admission in 2022. For the 2020 cohort, median employment was \$62,800 at one year since admission in 2021, and \$72,000 at two years since admission in 2022. For the 2021 cohort, the median employment earning was \$56,300 at one year since admission in 2022. The Canadian median employment income was \$41,144 in 2018, \$41,091 in 2019, \$40,923 in 2020, \$43,641 in 2021, and \$43,060 in 2022.

As Figure 5 displays, the median employment earnings for PNP admission cohorts ranged between \$47,900 to \$57,300 at one year since admission between the admission cohorts. It was seen that 2017 admission cohorts had median employment earnings at three years since admission, around \$75,000. For the 2019 admission cohort, similar to those admitted under the FHS programs in EE, they had lower median employment earnings (\$47,900) at one year since admission in 2020, which increased to \$56,000 in 2021. The median employment earnings for the 2020 admission cohort were \$55,200 at one year since admission in 2021 while the 2021 admission cohort had the highest employment earnings (\$57,300) one year after admission compared to the same timeframe for other cohorts. 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 2022\$) for Provincial Nominees admitted under EE by admission cohort and Canadians, 2017-2022



Source: IMDB, 2022 update

Text version:

Median employment earnings (in 2022\$) for Provincial Nominees admitted under EE by admission year cohort and Canadians, 2017-2022

For the 2017 cohort, median employment income was \$53,500 at one year since admission in 2018, \$62,800 at two years since admission in 2019, \$68,600 at three years since admission in 2020, \$75,200 at four years since admission in 2021, and \$79,900 five years since admission in 2022. For the 2018 cohort, median employment income was \$51,100 at one year since admission in 2019, \$58,100 at two years since admission in 2020, \$65,200 at three years since admission in 2021, and \$70,800 four years since admission in 2022. For the 2019 cohort, median employment income was \$47,900 at one year since admission in 2020, \$56,000 at two years since admission in 2021, and \$61,400 three years since admission in 2022. For the 2020 cohort, median employment income was \$55,200 one year since admission in 2021, and \$61,300 two years since admission in 2022. Lastly, for the 2021 cohort, median employment income was \$57,300 one year since admission in 2022. The Canadian median employment income was \$41,144 in 2018, \$41,091 in 2019, \$40,923 in 2020, \$43,641 in 2021, and \$43,060 in 2022.

Table 26 demonstrates the median employment earnings two years after admission by Education in Canada attribute for the 2017, 2018, 2019, and 2020 admission cohort. Applicants admitted to Canada in 2020 who had three years or more post-secondary credential (\$78,600) had slightly higher median employment earnings than those admitted in 2017 (\$69,900), 2018 (\$72,300), and 2019 (\$73,600). 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 a Canadian post-secondary credential (\$65,200) had slightly lower median employment earnings when compared to 2017 (\$72,100), 2018 (\$69,100), and 2020 (\$74,400) admission cohorts.

Table 26: Median Employment Earnings (2022\$) 2 years after admission by Education in Canada attribute (i.e. including PNP)

Source: IMDB, 2022 update

Tax year	1- or 2-year post-secondary credential	3 years or more post-secondary credential	Without Canadian Post-secondary credential	Not applicable*
2017	\$54,000	\$69,900	\$72,100	\$68,200
2018	\$52,700	\$72,300	\$69,100	\$66,200
2019	\$54,500	\$73,600	\$65,200	\$56,500
2020	\$55,100	\$78,600	\$74,400	

*Invited to apply prior Education in Canada factor introduction.

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 27 demonstrates, applicants in senior manager roles admitted to Canada in 2017 (\$258,400), 2018 (\$288,100), 2019 (\$230,900) and 2020 (\$182,000) 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 (\$59,300) and 2017 (\$57,500) had higher median employment earnings than those admitted in 2018 (\$52,500). Lastly, the 2019 admission cohort (\$63,100) has the lowest median employment earnings among the admission cohorts that did not have Arranged Employment.

Table 27: Median Employment Earnings (2022\$) 2 years after admission by Arranged Employment attribute (i.e. including PNP)

Source: IMDB, 2022 update

Tax year	Arranged Employment - Senior manager (Rule 2)*	Arranged Employment - Other occupation (Rule 2)*	Arranged Employment (Rule 1)*	Without Arranged Employment
2016			\$59,300	\$71,600
2017	\$258,400	\$87,000	\$57,500	\$66,100
2018	\$288,100	\$90,200	\$52,500	\$64,800
2019	\$230,900	\$82,600		\$63,100
2020	\$182,000	\$84,700		\$68,600

*Arranged Employment factor definition was revised on November 2016.

As seen in Table 28, lower French language proficiency, language results below CLB 7, reported the highest employment earnings among all cohorts in 2018, 2019, and 2020. Bilingual applicants in the 2018 to 2020 admission cohorts had similar incomes to unilingual French language speakers two years after admission.

Moreover, it was also seen that applicants without siblings in Canada (Table 29) had a higher median employment earnings two years after admission than their counterparts with siblings in Canada.

Table 28: Median Employment Earnings (2022\$) 2 years after admission by French-Speaker attribute (i.e. including PNP)

Source: IMDB, 2022 update

Tax year	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 less than CLB 7 in French	Not Applicable*
2018	\$62,000	\$61,300	\$65,700	\$68,300
2019	\$62,700	\$61,800	\$64,400	\$62,900
2020	\$59,700	\$62,800	\$70,600	

*Invited to apply prior French-Speaker factor introduction in June 2017.

Table 29: Median Employment Earnings (2022\$) 2 years after admission by Siblings in Canada attribute (i.e. including PNP)

Source: IMDB, 2022 update

Tax year	With Siblings in Canada	Without Siblings in Canada	Not Applicable*
2017	\$60,800	\$65,200	\$66,300
2018	\$57,800	\$66,300	\$68,400
2019	\$56,700	\$65,400	\$62,800
2020	\$61,900	\$71,100	

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

Conclusion

In 2024, in the ninth 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 into and contribute to Canada's economy. The EE system continued to be a key component of IRCC's plan to expand permanent residence pathways for international students and temporary foreign workers, and to help address a range of labour market needs in occupations facing long-term shortages.

The Department will continue to monitor EE and category-based selection and to explore ways the system could be used to derive maximum benefit from economic immigration in a rapidly evolving world.

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.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/check-score.html>

^{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/check-score/crs-criteria.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).

Annex: Category-Based Selection Occupations by Category

Science, Technology, Engineering and Math (STEM) Occupations					
Occupation	2016 NOC code	2016 Skill Level	Occupation	2021 NOC Code	2021 TEER
Engineering managers	0211	A	Engineering managers	20010	0
Architecture and science managers	0212	A	Architecture and science managers	20011	0
Computer and information systems managers	0213	A	Computer and information systems managers	20012	0
Architects	2151	A	Architects	21200	1
Landscape Architects	2152	A	Landscape Architects	21201	1
Urban and land use planners	2153	A	Urban and land use planners	21202	1
Land surveyors	2154	A	Land surveyors	21203	1
Mathematicians, statisticians and actuaries	2161	A	Mathematicians, statisticians and actuaries	21210	1
Information systems analysts and consultants/ Data scientists	2171	A	Data scientists	21211	1
Information systems analysts and consultants/ Cybersecurity specialists	2171	A	Cybersecurity specialists	21220	1
Information systems analysts and consultants/ Business systems specialists	2171	A	Business systems specialists	21221	1
Information systems analysts and consultants/Information systems specialists	2171	A	Information systems specialists	21222	1
Database analysts and data administrators	2172	A	Database analysts and data administrators	21223	1
Computer programmers and interactive media developers	2174	A	Computer systems developers and programmers	21230	1
Software engineers and designers	2173	A	Software engineers and designers	21231	1

Computer programmers and interactive media developers	2174	A	Software developers and programmers	21232	1
Information systems analysts and consultants/ Web designers	2171	A	Web designers	21233	1
Computer programmers and interactive media developers	2174	A	Web developers and programmers	21234	1
Civil Engineers	2131	A	Civil Engineers	21300	1
Electrical and electronics engineers	2133	A	Electrical and electronics engineers	21310	1
Computer engineers (except software engineers and designers)	2147	A	Computer engineers (except software engineers and designers)	21311	1
Industrial and manufacturing engineers	2141	A	Industrial and manufacturing engineers	21321	1
Metallurgical and materials engineers	2142	A	Metallurgical and materials engineers	21322	1
Natural and applied science policy researchers, consultants and program officers	4161	A	Natural and applied science policy researchers, consultants and program officers	41400	1

Healthcare Occupations					
Occupation	2016 NOC code	2016 Skill Level	Occupation	2021 NOC Code	2021 TEER
Specialist physicians	3111	A	Specialists in clinical and laboratory medicine	31100	1
Specialist physicians	3111	A	specialists in surgery	31101	1
General practitioners and family physicians	3112	A	General practitioners and family physicians	31102	1
Veterinarians	3114	A	Veterinarians	31103	1
Dentists	3113	A	Dentists	31110	1
Optometrists	3121	A	Optometrists	31111	1
Audiologists and speech language pathologists	3141	A	Audiologists and speech language pathologists	31112	1
Dieticians and nutritionists	3132	A	Dieticians and nutritionists	31121	1
Psychologists	4151	A	Psychologists	31200	1
Chiropractors	3122	A	Chiropractors	31201	1
Physiotherapists	3142	A	Physiotherapists	31202	1
Occupational therapists	3143	A	Occupational therapists	31203	1
Other professional occupations in therapy and assessment	3144	A	Kinesiologists and other professional occupations in therapy and assessment	31204	1
Other health diagnosing and treating professionals	3125	A	Other professional occupations in health diagnosing and treating	31209	1
Nursing co-ordinators and supervisors	3011	A	Nursing co-ordinators and supervisors	31300	1
Registered nurses and registered psychiatric nurses	3012	A	Registered nurses and registered psychiatric nurses	31301	1
Allied primary health practitioners	3124	A	Nurse practitioners	31302	1
Other health diagnosing and treating professionals	3125	A	Physician assistants, midwives and allied health professionals	31303	1
Licensed practical nurses	3233	B	Licensed practical nurses	32101	2
Paramedical occupations	3234	B	Paramedical occupations	32102	2

Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	3214	B	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	32103	2
Other occupations in support of health services	3237	B	Other technical occs. in therapy and assessment	32109	2
Medical laboratory technologists	3211	B	Medical laboratory technologists	32120	2
Medical radiation technologists	3215	B	Medical radiation technologists	32121	2
Medical sonographers	3216	B	Medical sonographers	32122	2
Practitioners of natural healing	3232	B	Traditional Chinese medicine practitioners and acupuncturists	32200	2
Massage therapists	3236	B	Massage therapists	32201	2
Practitioners of natural healing	3232	B	Other practitioners of natural healing	32209	2
Medical laboratory technician and pathologists' assistants	3212	B	Medical laboratory assistants and related technical occupations	33101	3
Nurse aides, orderlies and patient service associates	3413	C	Nurse aides, orderlies and patient service associates	33102	3
Other assisting occupations in support of health services	3414	C	Pharmacy technical assistants and pharmacy assistants	33103	3
Other technical occs. in therapy and assessment	3237	B	Other assisting occupations in support of health services	33109	3
Other professional occupations in therapy and assessment	3144	A	Therapists in counselling and related specialized therapies	41301	1
Education counsellors	4033	A	Education counsellors	41320	1
Instructors of persons with disabilities	4215	B	Instructors of persons with disabilities	42203	2

Agriculture and Agri-food Occupations					
Occupation	2016 NOC code	2016 Skill Level	Occupation	2021 NOC Code	2021 TEER
Butchers, meat cutters and fishmongers - retail and wholesale/	6331	B	Butchers- retail and wholesale	63201	3
Agricultural service contractors and farm supervisors	8252	B	Agricultural service contractors and farm supervisors	82030	2
Contractors and supervisors, landscaping, grounds maintenance and horticulture services	8255	B	Contractors and supervisors, landscaping, grounds maintenance and horticulture services	82031	2

Trade Occupations					
Occupation	2016 NOC code	2016 Skill Level	Occupation	2021 NOC Code	2021 TEER
Contractors and supervisors, other construction trades, installers, repairers and servicers	7205	B	Contractors and supervisors, other construction trades, installers, repairers and servicers	72014	2
Welders and related machine operators	7237	B	Welders and related machine operators	72106	2
Electricians (except industrial and power system)	7241	B	Electricians (except industrial and power system)	72200	2
Plumbers	7251	B	Plumbers	72300	2
Carpenters	7271	B	Carpenters	72310	2
Construction millwrights and industrial mechanics	7311	B	Construction millwrights and industrial mechanics	72400	2
Heating, refrigeration and air conditioning mechanics	7313	B	Heating, refrigeration and air conditioning mechanics	72402	2
Machine fitters	7316	B	Machine fitters	72405	2
Elevator constructors and mechanics	7318	B	Elevator constructors and mechanics	72406	2
Residential and commercial installers and servicers	7441	C	Residential and commercial installers and servicers	73200	3

Transport Occupations					
Occupation	2016 NOC code	2016 Skill Level	Occupation	2021 NOC Code	2021 TEER
Managers in transportation	0731	A	Managers in transportation	70020	0
Railway carmen/women	7314	B	Railway carmen/women	72403	2
Aircraft mechanics and aircraft inspectors	7315	B	Aircraft mechanics and aircraft inspectors	72404	2
Air pilots, flight engineers and flying instructors	2271	B	Air pilots, flight engineers and flying instructors	72600	2
Air traffic controllers and related occupations	2272	B	Air traffic controllers and related occupations	72601	2
Deck officers, water transport	2273	B	Deck officers, water transport	72602	2
Engineer officers, water transport	2274	B	Engineer officers, water transport	72603	2
Railway traffic controllers and marine traffic regulators	2275	B	Railway traffic controllers and marine traffic regulators	72604	2
Transport Truck Drivers	7511	C	Transport Truck Drivers	73300	3
Aircraft assemblers and aircraft assembly inspectors	9521	C	Aircraft assemblers and aircraft assembly inspectors	93200	3