

**Intended Audience:** Hiring Managers & General Administrators who support hiring in their departments, faculties, or units.

**Overview**

- Starting November 8, 2024, workers entering Canada through the high-wage stream must be paid at least 20% more than the current median wage in the province or territory where they will work.

Wage Threshold in Alberta for High-Wage Stream Employees	
Before November 8, 2024	On or after November 8, 2024
\$29.50	\$35.40

- These changes reflect the Government of Canada’s recent temporary foreign worker changes.
- Current employees in the high-wage stream do not require an increase in their salaries; however, the salaries for new hires in this stream must meet the higher wage requirement.

**How does this impact you as a hiring manager?**

- Labour Market Impact Assessment (LMIA) applications submitted as of November 8, 2024 must meet the median wage plus 20%.
- If you are considering foreign nationals as part of your competition and ready to advertise the position, indicate your intention under Section D of the [Job Posting Request form](#). An Immigration Consultant will review the request and provide guidance to ensure compliance with the Employment and Social Development Canada (ESDC) advertising requirements and the updated wage requirements.

**What employee types are affected by this change?**

Employees affected by this change	Employees not affected by this change
<ul style="list-style-type: none"> <li>All unionized employees who are deemed part of the high-wage stream hired on or after November 8, 2024 (e.g., Research Associates, support staff)</li> </ul>	<ul style="list-style-type: none"> <li>Professors should not be impacted due to being offered higher wages</li> <li>Postdoctoral Fellows are LMIA-exempt</li> <li>Manager &amp; Professional Staff (MAPS) roles - Wages for these roles must follow the median wage according to the National Occupation Classification)</li> </ul>