

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

Overview

- Starting June 27, 2025, 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 | |
|--|---------------------------|
| On or after November 8, 2024 | On or after June 27, 2025 |
| \$35.40 | \$36.00 |

- 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 June 27, 2025 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"> All unionized employees who are deemed part of the high-wage stream hired on or after June 27, 2025 (e.g., Research Associates, support staff) | <ul style="list-style-type: none"> Professors should not be impacted due to being offered higher wages Postdoctoral Fellows are LMIA-exempt Manager & Professional Staff (MAPS) roles - Wages for these roles must follow the median wage according to the National Occupation Classification) |