



# BRITISH COLUMBIA PROVINCIAL NOMINEE PROGRAM

SKILLS IMMIGRATION  
AND  
EXPRESS ENTRY BC

**PROGRAM GUIDE**

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## Updates to This Edition

In an effort to clarify information presented in previous editions of the Skills Immigration & Express Entry BC Program Guide, there have been updates made to the content of the guide.

The following list outlines the updates made to the Program Guide.

### September 1, 2016

1. Minor edits for grammatical consistency and accuracy throughout
2. Page 7: Updated wording regarding employers completing the use of a representative form
3. Page 10, 15, 22, 33, 38, 44, 50: Added wording and link for further NOC information
4. Page 10, 33, 58, 69: Clarified wording regarding application fee refunds
5. Page 12, 13, 35, 36: Corrected "Metro Vancouver" to "Greater Vancouver Regional District"
6. Page 13, 35: Updated wording regarding the income threshold table; thresholds updated to 2015 LICO figures
7. Page 15, 38: Added wording regarding paid co-op work experience
8. Page 16, 19, 22, 27, 39, 44: Clarified wording regarding pay deductions
9. Page 18, 41: Clarified wording regarding physicians and specialist physicians in occupations list
10. Page 18, 42: Clarified wording regarding registration with the College of Midwives of BC
11. Page 24, 46: Updated wording regarding Statistics Canada and CIP determination; CIP codes added to list of eligible programs of study
12. Page 26: Added wording and link for further NOC information and clarification regarding live-in caregivers
13. Page 26: Added wording to clarify the application requirements for invited registrants who are no longer authorized to work for the employer
14. Page 29: Updated wording regarding the eligibility of live-in caregivers in the Northeast Development Region of B.C.
15. Page 30: Corrected Food and Beverage Servers NOC code from 6512 to 6513
16. Page 49: Corrected "Metro Vancouver" to "Greater Vancouver Regional District" and added links to regional district map
17. Page 49: Clarified full-time work as a demonstration of recruitment requirements

18. Page 50: Added wording to clarify that advertisement requirements refer to both scenarios a) and b)
19. Page 54: Clarified wording regarding submitting registrations
20. Page 55: Clarified wording regarding confirmation emails
21. Page 55: Added wording to clarify registration information changes
22. Page 55: Added wording regarding points total at time of application assessment
23. Page 57: New section added with further information about the National Occupation Classification (NOC)
24. Page 58, 69: Clarified wording regarding application refusal scenarios
25. Page 59: Added wording to clarify bonus points eligibility for current employment
26. Page 60: Added wording to clarify annual and weekly wage calculations for the B.C. job offer
27. Page 63: Added and clarified wording across the directly related work experience section
28. Page 65: Added and clarified wording across the highest level of education section
29. Page 67: Clarified acceptable language tests
30. Page 68: Added wording to clarify confirmation emails and ranking
31. Page 70: Clarification regarding age of dependent children
32. Page 70: Edits regarding permanent resident visas
33. Page 70: Added wording regarding BC PNP support after file closures
34. Page 70: Updated wording regarding requests to review decisions
35. Page 72: Added wording regarding application withdrawals
36. Page 72: Updated wording regarding work permit support requests after nomination

## Part 1: The B.C. Provincial Nominee Program: Introduction

### Skills Immigration and Express Entry BC Streams

The BC Provincial Nominee Program (BC PNP) Skills Immigration and Express Entry BC (EEBC) streams are intended for workers or international graduates with the skills, education and/or experience required for high-demand occupations in B.C.

To understand the program requirements and determine your eligibility, you must review this program guide before you register and/or apply online for one of the program categories below. If approved as a provincial nominee, you and your dependent family members can apply to Immigration, Refugees and Citizenship Canada (IRCC) to become a permanent resident of Canada in the Provincial Nominee class.

Skills Immigration categories:

- [Skills Immigration – Skilled Worker](#)
- [Skills Immigration – Health Care Professional](#)
- [Skills Immigration – International Graduate](#)
- [Skills Immigration – International Post-Graduate](#)
- [Skills Immigration – Entry Level and Semi-Skilled \(Including employment in the Northeast Development Region of B.C.\)](#)

Express Entry BC categories:

- [Express Entry BC – Skilled Worker](#)
- [Express Entry BC – Health Care Professional](#)
- [Express Entry BC – International Graduate](#)
- [Express Entry BC – International Post-Graduate](#)

### About the Skills Immigration and Express Entry BC Program Guide

The BC PNP Skills Immigration and Express Entry BC Program Guide provides complete and comprehensive information about program eligibility requirements. For information on how to register and apply using BC PNP Online, please refer to the [BC PNP Skills Immigration and Express Entry BC Technical Guide](#).

Please carefully review the information in this guide before you register and/or apply.

All dollar figures in this guide are expressed in Canadian dollars.

## Using a Representative

You are not required to use a representative – such as an immigration consultant or lawyer – to register and/or apply to the BC PNP. The program is designed for you to be able to complete the process on your own.

The BC PNP assesses all applications equally, regardless of whether they were prepared with the assistance of a representative. Your application will not receive special attention, faster processing, or a more favourable outcome if it was submitted using the services of a representative.

Some people choose to use a representative to provide immigration advice or to assist with the process. If you pay someone to act as your representative, they must meet the requirements for authorized representatives stated below.

### Paid representatives

If you are paying a third-party representative to help you prepare and/or submit your registration and/or application to the BC PNP, they must meet the following definition of an “authorized paid representative.”

Authorized paid representatives are:

- immigration consultants who are full members in good standing of the [Immigration Consultants of Canada Regulatory Council](#)
- lawyers who are members in good standing of the [Law Society of BC](#) or another law society in Canada and students-at-law under their supervision

### Unpaid immigration third parties

You may use the services of an unpaid third party, such as a family member, friend, or a member of a non-governmental or religious organization, to act on your behalf.

The BC PNP only considers third party representatives as unpaid if they **do not charge fees or receive any other compensation or benefit** for providing immigration advice or related services.

### Use of a representative form

If you are using an authorized paid representative or an unpaid representative, you must submit the following disclosure consent form for third party representatives:

- [Use of a Representative form](#)

If you are invited to apply and you are using a representative, your employer must also complete their own use of representative form, even if your employer is appointing the same representative.

## Declaration and Consent

By completing the BC PNP's use of a representative form, you, and your employer, where applicable, have authorized the individual named on the form (such as an immigration consultant, lawyer, friend or family member) to represent you and act on your behalf with the BC PNP. This may include representation throughout the registration, application and assessment processes, and communication with program staff as required, including disclosure of personal or confidential information to your representative.

The declaration in the online registration and application requires your consent and is the legal equivalent of your signature. As the registrant and/or applicant, you must ensure that you have read and understood the declaration.

BCPNP Online uses your personal email as the unique personal identifier for your profile. The email and contact information provided in your profile will be associated with the application in the system and will be used by BC PNP staff for communication of final decisions.

At its discretion, the BC PNP may contact you and/or your employer directly to request additional evidence or information to verify information in your registration and/or application, and to determine if you meet or continue to meet all program requirements.

You may only have one third-party representative for your profile at any given time. If you wish to change your representative during the BC PNP registration and/or application process, you (and if applicable, your B.C. employer) must update the information in the *My Representative* tab and submit another use of a representative form allowing your representative to represent you and allowing the BC PNP to disclose information to them. Filing a new use of a representative form will automatically cancel any previously appointed representative.

## Beware of immigration fraud

We encourage you to protect yourself from immigration fraud. Learn more about [protecting yourself from fraud](#).



## Part 2: Program Requirements – Skills Immigration

You must meet all of the program requirements to be approved, or nominated, by the BC PNP. There are program requirements for each stage of the process including the registration, application, and nomination stages. Please carefully review the requirements in the sections below for complete details.

For more information about how to register and apply to the BC PNP, please review the [Process section of this guide](#).

### General Requirements

The BC PNP Skills Immigration stream is an economic immigration option intended for people with the skills, experience and qualifications needed by B.C. employers. This stream is designed for individuals who are committed to live and work in B.C. and become permanent residents of Canada.

To be eligible for the program, you will need to satisfy the criteria in one of the following categories:

- [Skills Immigration – Skilled Worker](#) - managers, professionals and skilled tradespeople
- [Skills Immigration – Health Care Professional](#) - physicians, registered nurses and other health care workers employed with provincial health authorities
- [Skills Immigration – International Graduate](#) - with a degree or diploma from a Canadian college or university
- [Skills Immigration – International Post-Graduate](#) - with a master's or doctoral degree in the natural, applied or health sciences from a B.C. university. Note that for this category only, a job offer is not required
- [Skills Immigration - Entry Level and Semi-Skilled](#) - (including employment in the Northeast Development Region of B.C.) - workers in tourism/hospitality, food processing and long-haul trucking, OR entry level and semi-skilled workers who are residing in the Northeast Development Region of the province

It is your responsibility to demonstrate that you meet all program requirements.

Meeting the minimum eligibility requirements does not guarantee that you will be invited to apply, or that you will be nominated.

A registration in the Skills Immigration Registration System is **not** an application to the Skills Immigration stream and does not guarantee that you will be invited to apply.

For more information, please refer to the [Process section of this guide](#).

**All program and category requirements must be met at the time of registration and, if applicable, application.**

Except where otherwise noted, the following are requirements in all categories of both the Express Entry BC and Skills Immigration streams:

- Your employer has offered, and you have accepted, indeterminate, full-time employment in an eligible occupation (Exception: Skills Immigration - International Post-Graduate and EEBC - International Post-Graduate).
- You must be qualified for the offered position. The BC PNP may refer to the [National Occupational Classification](#) (NOC), [WorkBC](#) or industry standards to determine the minimum qualifications for an occupation. For more information about the NOC and how it works, [please visit this section](#).
- The wage you have been offered must be competitive with B.C. wage rates for the occupation. For more information, please refer to individual category requirements.
- For occupations classified under NOC Skill Levels B, C, and D occupations, you must demonstrate English or French language proficiency at [Canadian Language Benchmark 2000](#) (CLB) level 4. If you are registering and/or applying with a job offer in a [National Occupational Classification](#) Skill Level 0 or A occupation, you are not required to submit valid language test results. However, at its discretion, the BC PNP may require valid language test results to determine whether you have the language proficiency to perform the duties of the position.
- You must demonstrate that you meet minimum income requirements. For more information, please see the [minimum income requirements section](#).
- You must not have an ownership/equity stake of more than 10 percent in the B.C. company that has offered you employment.
- Your employment must provide economic benefit to B.C. For example, your employment will contribute to:
  - maintaining or creating jobs for Canadians
  - transferring knowledge and skills to Canadians
  - supporting the development of proprietary new products
  - building the workforce for a major project
- Your employment must not adversely affect the settlement of a labour dispute, or the employment of anyone involved in any such dispute, or adversely impact training or employment opportunities for Canadian citizens or permanent residents.
- If invited to apply, you must submit the \$550 application fee with your online application before your application will be processed. Incomplete applications will not be approved, and application fees will only be refunded if you withdraw your application before the BC PNP begins to assess it. You may contact the BC PNP at [PNPinfo@gov.bc.ca](mailto:PNPinfo@gov.bc.ca) to withdraw your application and find out if you are eligible for a refund. Please provide your full name, your date of birth, and your BC PNP application file number in your email.

- The BC PNP will **not** nominate you if you:
  - are prohibited from entering Canada
  - have not been lawfully admitted in the country of current residence
  - are in Canada and are out of status
    - if your status has expired, and you cannot demonstrate you have applied for restoration of status within the 90-day eligibility period, you will be considered out of status
  - are working in Canada without authorization
  - have an unresolved refugee claim in Canada
  - are under a removal order in or outside of Canada

## Minimum Income Requirements - Skills Immigration

To be eligible for the BC PNP's Skills Immigration streams, with the exception of the International Post-Graduate stream, you must demonstrate that you are able to support yourself (and your dependants) according to your:

- annual wage in B.C.
- location of residence in B.C.
- number of dependants

The BC PNP has established minimum family income thresholds for the Greater Vancouver Regional District and the rest of B.C. Your family must meet the minimum family income threshold for your chosen area of residence.

Family income is the total of:

- your regular gross annual wage from the B.C. employer supporting your BC PNP application
- your spouse or common-law partner's regular gross annual wage in B.C. from work authorized under a valid work permit (if applicable)

In calculating your family income, the BC PNP will only consider regular gross annual wages. BC PNP does not consider bonuses, commissions, profit-sharing distributions, tips/gratuities, overtime wages, housing allowances, room and board or other similar payments to be part of your wage. Please note that your annual wage is calculated using the number of hours of work/week to a maximum of 40 hours/week.

The onus is on your employer to demonstrate that the offered wage is genuine and bona fide. Applications will not be approved where there are reasonable grounds to believe that the offered wage has been inflated or increased for the purpose of meeting minimum income requirements, or for the purpose of obtaining a higher registration score.

If you are working for your B.C. employer on a valid work permit, you must be able to demonstrate a history of earning the offered wage and a history of meeting minimum income requirements prior to submitting a registration and/or application to the BC PNP. Entry level and semi-skilled applicants must be able to demonstrate a history of meeting the applicable income threshold requirement for the full nine month period prior to submitting a registration and/or application.

If you were originally hired based on a positive federal Labour Market Impact Assessment, the wage you are earning at the time of registration and/or application must be equal to or greater than the wage stated in the offer of employment and on the [Labour Market Impact Assessment](#).

Your spouse or common-law partner's annual wage will only be included in the family income calculation if your spouse or common-law partner has a valid work permit and is currently employed in B.C. The table below includes the size of your family unit (your spouse or common-law partner and dependants, whether or not they come with you to live in B.C.), to determine if you meet the minimum family income threshold for your area of residence.

Please note that your spouse will be included in the size of your family unless you provide a signed Statutory Declaration of your official separation, a Divorce Certificate, or an equivalent official document indicating that the relationship has ended. Please also note that the number of dependants

declared on your federal application for permanent residence to IRCC must match the number of dependants listed on your BC PNP application. The BC PNP must be informed of any changes to your family size throughout the BC PNP and IRCC permanent residence application process. Any changes to your dependant information may affect minimum income requirements. Failure to notify the BC PNP of any changes may result in a refusal of your application or withdrawal of your nomination.

<b>Family Income Threshold by Area of Residence</b>		
Size of Family	<u>Greater Vancouver Regional District</u>	Rest of B.C.
1	\$22,140	\$18,452
2	\$27,562	\$22,970
3	\$33,885	\$28,239
4	\$41,140	\$34,287
5	\$46,661	\$38,887
6	\$52,625	\$43,859
7 or more	\$58,591	\$48,830

The income thresholds in this table represent 90% of an amount calculated from the appropriate 2015 Low-Income Cut-Off (LICO) figures set by Statistics Canada.

This table will be updated regularly to reflect the latest LICO figures.

## Language Requirements - Skills Immigration

While language test results may not be mandatory for the category under which you are registering, providing valid language test results may impact your registration score.

If you are registering and/or applying with a job offer in a [National Occupational Classification \(NOC\)](#) Skill Level 0 or A occupation, you are not required to submit valid language test results. However, at its discretion, the BC PNP may require valid language test results to demonstrate that you have the language proficiency to perform the duties of the position.

If you are registering and/or applying with a job offer in a NOC Skill Level B, C or D occupation, you must submit valid language test results showing you have obtained a minimum score equal to or greater than a benchmark 4 under the [Canadian Language Benchmark 2000 \(CLB\)](#) in all four competencies: listening, speaking, reading and writing.

A benchmark score of 4 is considered Basic Proficiency and means that you can:

- communicate basic needs and personal experience
- follow, with considerable effort, simple formal and informal conversations
- read a simple set of instructions in plain language
- write short messages, postcards, notes or directions

The valid language test results must be from one of the following language proficiency tests administered by a designated testing agency:

- the [International English Language Testing System \(IELTS\) General Training](#)
- the [Canadian English Language Proficiency Index Program \(CELPIP-General\)](#)
- the [Test d'évaluation de français \(TEF\)](#)

Test results will be considered valid for the two years from the date of issuance. Test results must be valid at the time of registration AND application.

The following table shows the minimum scores required in each of the designated tests:

<b>Minimum Language Test Scores Required</b>				
	Listening	Reading	Writing	Speaking
IELTS	4.5	3.5	4.0	4.0
CELPIP	4	4	4	4
TEF	145	233	349	181

## Skills Immigration - Skilled Worker

### Eligibility Requirements

In addition to meeting [general requirements](#), to qualify for the Skills Immigration – Skilled Worker category, you must have the following:

**1) minimum two years of directly related full-time (or full-time equivalent) work experience in the skilled occupation that has been offered to you, and, if applicable, the credentials and qualification requirements of the position**

The position you have been offered must be classified as Skill Level 0, A or B in the [National Occupational Classification](#) (NOC). These positions normally require post-secondary education and training. For more information about the NOC and how it works, [please visit this section](#).

You must also have a minimum of two (2) years of directly related full-time (or full-time equivalent) work experience in the position you have been offered.

The BC PNP defines directly related work experience as paid employment that is classified under the same NOC code as the B.C. job offer that you have accepted. Experience in a related occupation at a NOC skill level equal to or greater than the NOC code of the B.C. job offer may also be included if, at the time of application, you can satisfactorily demonstrate how this work experience is directly related.

Experience in a lower skill level NOC will not be considered as directly related.

If the offered position is in a regulated occupation that requires mandatory certification, licensing or registration, you must demonstrate that you meet these requirements when you apply to the BC PNP.

Experience obtained in paid co-op work terms is eligible if it meets the following criteria:

- paid co-op work term must be full-time (minimum 30 hours per week)
- paid co-op experience must be at a NOC skill level equal to or greater than the NOC code of the B.C. job offer. At the time of application, you must be able to satisfactorily demonstrate how this work experience is directly related. Experience in a lower skill level NOC will not be considered as directly related.

Unpaid co-op work terms are not eligible.

**2) an offer of indeterminate, full-time employment from an eligible B.C. employer at a wage that meets industry standards**

Your employer must provide you with a written offer of employment on official company letterhead.

The letter must be:

- signed and dated by a person authorized to hire employees
- signed and dated by you confirming that you accept the job offer

In addition, the offer of employment must include:

- your job title and duties
- your rate of pay
- your standard hours of work
- that the position is indeterminate and full-time (at least an average of 30 hours a week, year-round)
- any discretionary benefits in addition to those required by law (such as pension and medical plans, disability insurance, sick pay, accommodation and meal allowances, and extra paid vacations)
- if the position is covered by a collective agreement, a reference to the agreement

Your employer cannot make any deductions from your pay (or require you to pay any fees) for recruitment or retention, or any fee that is normally paid by the employer. For more information, please visit [Employment Standards Branch's website](#).

The wage stated on your offer of employment must be at market rate and comparable to the rate paid to workers with a similar level of experience and training for equivalent jobs in B.C. and consistent with the wage compensation structure of your employer. For examples of market wage rates by occupation, please visit [Job Bank](#).

You must be establishing an employee/employer relationship with your employer. If you will be providing services as an independent contractor you are not eligible for the Skills Immigration stream of the BC PNP.

If you were originally hired based on a positive federal Labour Market Impact Assessment, the wage you are earning at the time of registration and/or application must be equal to or greater than the wage stated in the offer of employment and on the [Labour Market Impact Assessment](#).

Your employer must also meet [program requirements](#).

### **3) evidence that you meet minimum income requirements**

You must demonstrate that you are able to support yourself (and your dependants) according to your:

- annual wage in B.C.
- location of residence in B.C.
- number of dependants

Information about how the BC PNP assesses your [minimum income requirements can be found here](#) in this guide.



#### 4) language proficiency

If you are working in a Skill Level B occupation, you must submit valid language test results showing you have obtained a minimum score equal to or greater than a benchmark 4 under the Canadian Language Benchmark 2000 (CLB) in all four competencies: listening, speaking, reading and writing.

If you are registering and/or applying with a job offer in a National Occupational Classification Skill Level 0 or A occupation, you are not required to submit valid language test results. However, at its discretion, the BC PNP may require valid language test results to demonstrate that you have the language proficiency to perform the duties of the position.

Test results will be considered valid for the two years from the date of issuance. Test results must be valid at the time of registration AND application.

Information about how we assess your [language requirements can be found here](#) in this guide.

**All requirements must be met at the time of registration and, if applicable, application.**

## Skills Immigration - Health Care Professional

Health care workers are in demand across British Columbia. If you are a physician, nurse, psychiatric nurse or allied health professional with a job offer from a public health authority, you may be eligible to apply to the BC PNP under the Skills Immigration – Health Care Professional category.

### Health Match BC

If you are looking for opportunities to work as a healthcare professional in B.C., we encourage you to contact [Health Match BC](#). This free provincial service recruits healthcare professionals on behalf of B.C.'s health authorities. In addition to helping you find a job in your field, Health Match BC staff can answer your questions about the BC PNP and assist you with your application.

### Eligibility Requirements

In addition to meeting [general requirements](#), to qualify for the Skills Immigration – Health Care Professional category, you must have the following:

**1) an offer of indeterminate, full-time employment with a [public health authority](#) as a:**

- physician
- specialist physician
- registered nurse
- registered psychiatric nurse
- nurse practitioner
- an allied health professional such as a:
  - diagnostic medical sonographer
  - clinical pharmacist
  - medical laboratory technologist
  - medical radiation technologist
  - occupational therapist
  - physiotherapist

OR

- midwife
  - must have a letter of confirmation from an established practice group in British Columbia confirming your acceptance into the group as an affiliated midwife for a period of at least six months. This letter must be on the practice group's official letterhead, and must be signed by you and the head of the practice group.
  - must be registered, or eligible to be registered, with the [College of Midwives of British Columbia](#).

**2) minimum two years of directly related full-time (or full-time equivalent) work experience in the skilled occupation that has been offered to you, and, if applicable, the credentials and qualification requirements of the position**

You must have a minimum of two years of directly related full-time (or full-time equivalent) work experience.

If you are working in a regulated occupation that requires mandatory certification, licensing or registration you must demonstrate that you meet these requirements when you apply to the BC PNP.

**3) a written offer of employment on official company letterhead from your employer**

The letter must be:

- signed and dated by a person authorized to hire employees
- signed and dated by you confirming that you accept the job offer

In addition, the offer of employment must include:

- your job title and duties
- your rate of pay
- your standard hours of work
- that the position is indeterminate and full-time (at least an average of 30 hours a week, year-round)
- any discretionary benefits in addition to those required by law (such as pension and medical plans, disability insurance, sick pay, accommodation and meal allowances, and extra paid vacations)
- if the position is covered by a collective agreement, a reference to the agreement

Your employer cannot make any deductions from your pay (or require you to pay any fees) for recruitment or retention, or any fee that is normally paid by the employer. For more information, please visit [Employment Standards Branch's website](#).

The wage stated on your offer of employment must be at market rate and comparable to the rate paid to workers with a similar level of experience and training for equivalent jobs in B.C. and consistent with the wage compensation structure of your employer. For examples of market wage rates by occupation, please visit [Job Bank](#).

You must be establishing an employee/employer relationship with your employer. If you will be providing services as an independent contractor you are not eligible for the Skills Immigration stream of the BC PNP. If you are a physician with a job offer from a public health authority, this criteria is deemed to have been met.

If you were originally hired based on a positive federal Labour Market Impact Assessment, the wage you are earning at the time of registration and/or application must be equal to or greater than the wage stated in the offer of employment and on the [Labour Market Impact Assessment](#).

Your employer must also meet [program requirements](#).

#### 4) evidence that you meet minimum income requirements

You must demonstrate that you are able to support yourself (and your dependants) according to your:

- annual wage in B.C.
- location of residence in B.C.
- number of dependants

Information about how the BC PNP assesses your [minimum income requirements can be found here](#) in this guide.

#### 5) language proficiency

If you are working in a Skill Level B occupation, you must submit valid language test results showing you have obtained a minimum score equal to or greater than a benchmark 4 under the [Canadian Language Benchmark 2000 \(CLB\)](#) in all four competencies: listening, speaking, reading and writing.

If you are registering and/or applying with a job offer in a [National Occupational Classification](#) Skill Level 0 or A occupation, you are not required to submit valid language test results. However, at its discretion, the BC PNP may require valid language test results to demonstrate that you have the language proficiency to perform the duties of the position.

Test results will be considered valid for the two years from the date of issuance. Test results must be valid at the time of registration AND application.

Information about how we assess your [language requirements can be found here](#) in this guide.

**All requirements must be met at the time of application.**

## Skills Immigration - International Graduate

If you are an international student who has graduated from a Canadian university or college in the past two years, you may be eligible for the BC Provincial Nominee Program (BC PNP).

Although you do not need to demonstrate work experience, you do need a job offer from an employer for an indeterminate full-time position.

### Eligibility Requirements

In addition to meeting [general requirements](#), to qualify for the Skills Immigration - International Graduate category, you must have the following:

#### 1) a degree, diploma or certificate from an eligible post-secondary institution in Canada

You must submit your registration to the BC PNP within **two years** of the date shown on your official transcript indicating that you have completed all requirements of the degree or diploma program.

#### Degrees

Your undergraduate or graduate degree must be from a Canadian post-secondary institution authorized to grant degrees. Your education is not eligible if it is a distance education learning program either from abroad or from within Canada.

If the location is in B.C.:

- see the [Education Planner](#) for a list of degree programs offered in B.C.
- see the [Ministry of Advanced Education](#) website for a list of authorized degree programs offered by B.C. private post-secondary institutions

Note: Some graduate level degrees are eligible under the Skills Immigration - International Post Graduate category.

#### Diplomas and Certificates

If you have a diploma or certificate, it must be from a public post-secondary institution in Canada. **Diplomas and Certificates from private institutions are not eligible.** Language training (an ESL program, for example) does not qualify. Your education is not eligible if it is a distance education learning program either from abroad or from within Canada.

Your program must have been at least 8 months (two semesters) of full-time equivalent study. You may be requested to provide a letter from your educational institution that confirms your program meets this requirement.

Your program of study is not eligible if you spent more than one-quarter of the program time in a co-op work term or internship.

See the [Ministry of Advanced Education](#) for a list of public post-secondary institutions in B.C.

## 2) a job offer for a full-time, indeterminate position that typically requires a university or college education at a wage that meets industry standards

The position you have been offered must be classified as Skill Level 0, A or B in [the National Occupational Classification](#). For more information about the NOC and how it works, [please visit this section](#).

If your current occupation is classified as Skill Level C or D and if your employer can satisfactorily demonstrate that there is a structured plan in place with the supporting employer for your career progression to an occupation classified as Skill Level 0, A or B, you can apply to the BC PNP. In this case, you will also need to submit the results of a valid language test.

Note: If you have been offered a job in a regulated occupation that requires mandatory certification, licensing or registration, you must provide documentation showing that you meet these requirements.

Your employer must provide you with a written offer of employment on official company letterhead.

The letter must be:

- signed and dated by a person authorized to hire employees
- signed and dated by you confirming that you accept the job offer

In addition, the offer of employment must include:

- your job title and duties
- your rate of pay
- your standard hours of work
- that the position is indeterminate and full-time (at least an average of 30 hours a week, year-round)
- any discretionary benefits in addition to those required by law (such as pension and medical plans, disability insurance, sick pay, accommodation and meal allowances, and extra paid vacations)
- if the position is covered by a collective agreement, a reference to the agreement

Your employer cannot make any deductions from your pay (or require you to pay any fees) for recruitment or retention, or any fee that is normally paid by the employer. For more information, please visit [Employment Standards Branch's website](#).

The wage stated on your offer of employment must be at market rate and comparable to the rate paid to workers with a similar level of experience and training for equivalent jobs in B.C. and consistent with the wage compensation structure of your employer. For examples of market wage rates by occupation, please visit the [Job Bank](#).

You must be establishing an employee/employer relationship with your employer. If you will be providing services as an independent contractor you are not eligible for the Skills Immigration stream of the BC PNP.

If you were originally hired based on a positive federal Labour Market Impact Assessment, the wage you are earning at the time of registration and/or application must be equal to or greater than the wage stated in the offer of employment and on the [Labour Market Impact Assessment](#).

Your employer must also meet [program requirements](#).

### **3) evidence that you meet minimum income requirements**

You must demonstrate that you are able to support yourself (and your dependants) according to your:

- annual wage in B.C.
- location of residence in B.C.
- number of dependants

Information about how the BC PNP assesses your [minimum income requirements can be found here](#) in this guide.

### **4) language proficiency**

If you are working in a Skill Level B, C or D occupation, you must submit valid language test results showing you have obtained a minimum score equal to or greater than a benchmark 4 under the [Canadian Language Benchmark 2000](#) (CLB) in all four competencies: listening, speaking, reading and writing.

If you are registering and/or applying with a job offer in a [National Occupational Classification](#) Skill Level 0 or A occupation, you are not required to submit valid language test results. However, at its discretion, the BC PNP may require valid language test results to demonstrate that you have the language proficiency to perform the duties of the position.

Test results will be considered valid for the two years from the date of issuance. Test results must be valid at the time of registration AND application.

Information about how we assess your [language requirements can be found here](#) in this guide.

**All requirements must be met at the time of registration and, if applicable, application.**

## Skills Immigration - International Post-Graduate

If you have recently graduated from a B.C. post-secondary institution with a master's or doctoral degree in the natural, applied or health sciences, you may be eligible for the BC PNP's International Post-Graduate category. You do not need a job offer from an employer to apply to this category.

### Eligibility Requirements

In addition to meeting [general requirements](#), to qualify for the Skills Immigration - International Post Graduate category, you must have the following:

**1) a master's or doctoral degree received within the past two years from an eligible program at a post-secondary institution in B.C.**

Your master's or doctoral degree must be from an eligible B.C. post-secondary institution. (See the [Education Planner](#) for a list of degree programs offered by B.C. public post-secondary institutions. See the [Ministry of Advanced Education](#) website for a list of degree programs offered by B.C. private post-secondary institutions.)

### AND

Your graduate degree (master's or doctorate) must be in one of the following programs of study in the natural, applied or health sciences as defined by Statistics Canada's [Classification of Instructional Programs \(CIP\)](#) 2011:

- agriculture (CIP 01)
- biological and biomedical sciences (CIP 26)
- computer and information sciences and support services (CIP 11)
- engineering (CIP 14)
- engineering technology (CIP 15)
- health professions and related clinical sciences (CIP 51)
- mathematics and statistics (CIP 27)
- natural resources conservation and research (CIP 03)
- physical sciences (CIP 40)

Further details regarding the classification of these programs of study can be found on Statistics Canada's [Classification of Instructional Programs \(CIP\)](#) website. The BC PNP has the sole authority to determine the appropriate CIP for your program of study.

Your education is not eligible if it is a distance education learning program either from abroad or from within Canada.

You must submit your application to the BC PNP within **two years** of the date shown on your official transcript indicating that you have completed all requirements of the degree or diploma program.



## 2) evidence that you intend to reside in B.C.

You must provide evidence that you intend to live and work in B.C.

This evidence may include:

- the length of any previous and/or current period of residence in B.C.
- your connections to B.C. through work, study or family
- a description of any actions you've taken to permanently settle in B.C., such as finding a job or place to live

**All requirements must be met at the time of application.**

## Skills Immigration - Entry Level and Semi-Skilled (including employment in Northeast Development Region)

You may be eligible in this category if you are currently working in B.C. in an eligible occupation in the tourism/hospitality, long-haul trucking or food processing industry.

### OR

You may be eligible for this category if you are currently working in the [Northeast Development Region](#) of the province in any entry level or semi-skilled occupation, other than live-in caregivers, listed as skill level C or D in the [National Occupational Classification](#). For more information about the NOC and how it works, [please visit this section](#).

### Eligibility Requirements

In addition to meeting [general requirements](#), to qualify for the BC PNP as an Entry Level and Semi-Skilled worker, you must have the following:

#### 1) B.C. work experience in an eligible occupation

You must have been employed full-time (at least an average of 30 hours a week) by your B.C. employer in an eligible occupation for at least nine consecutive months immediately prior to applying to the BC PNP.

Employment that is part of a program of study (such as co-op) or obtained using a Study Permit or Off-Campus Work Permit does not qualify.

With the exception of the Northeast Development Region of B.C, eligible occupations are divided into three categories:

- tourism and hospitality
- long-haul trucking
- food processing

[Refer to this section for a complete list of eligible occupations.](#)

You must maintain full-time employment with your employer in B.C. throughout both the BC PNP and the permanent residence processes.

Registrants who are no longer authorized to work for the supporting B.C. employer at the time they receive an invitation to apply, and who maintain legal status in Canada (e.g. as a visitor) or leave Canada, may submit an application provided they meet the following:

- 1. the requirement for 9 months of full-time employment on a valid work permit in B.C. was met at the time of current registration  
AND
- 2. the job offer remains valid throughout the current registration and application process

The employer must also demonstrate ongoing recruitment for the vacant position during the period when the registrant is not authorized to work.

Long-haul trucker drivers must have at least two years of employment experience as a long-haul truck driver in the preceding three years before registering with the BC PNP. This experience can be obtained from within Canada or abroad.

## **2) an offer of indeterminate, full-time employment from an eligible B.C. employer at a wage that meets industry standards**

Your employer must provide you with a written offer of employment on official company letterhead.

The letter must be:

- signed and dated by a person authorized to hire employees
- signed and dated by you confirming that you accept the job offer

In addition, the offer of employment must include:

- your job title and duties
- your rate of pay
- your standard hours of work
- that the position is indeterminate and full-time (at least an average of 30 hours a week, year-round)
- any discretionary benefits in addition to those required by law (such as pension and medical plans, disability insurance, sick pay, accommodation and meal allowances, and extra paid vacations)
- if the position is covered by a collective agreement, a reference to the agreement

Your employer cannot make any deductions from your pay (or require you to pay any fees) for recruitment or retention, or any fee that is normally paid by the employer. For more information, please visit [Employment Standards Branch's website](#).

The wage stated on your offer of employment must be at market rate and comparable to the rate paid to workers with a similar level of experience and training for equivalent jobs in B.C. and consistent with the wage compensation structure of your employer. For examples of market wage rates by occupation, please visit the [Job Bank](#).

You must be establishing an employee/employer relationship with your employer. If you will be providing services as an independent contractor you are not eligible for the Skills Immigration stream of the BC PNP.

If you were originally hired based on a positive federal Labour Market Impact Assessment, the wage you are earning at the time of registration and/or application must be equal to or greater than the wage stated in the offer of employment and on the [Labour Market Impact Assessment](#).

Your employer must also meet [program requirements](#).

### 3) evidence that you meet minimum income requirements

You must demonstrate that you are able to support yourself (and your dependants) according to your:

- annual wage in B.C.
- location of residence in B.C.
- number of dependants

Entry level and semi-skilled applicants must be able to demonstrate a history of meeting the applicable minimum income requirements for the full nine month period prior to submitting a registration and/or application.

Information about how the BC PNP assesses your [minimum income requirements can be found here](#) in this guide.

### 4) completion of secondary education and any licensing or certification required for your job

At a minimum, you must have successfully completed secondary education (graduated from high school) either within or outside of Canada. You will need to submit a copy (in English) of your highest-level diploma, certificate, degree, or transcripts.

You must also meet any regulatory or licensing requirements of your occupation.

Long-haul truck drivers must have:

- a valid B.C. Class 1 driver's licence
- air brake endorsement
- other certification(s), if required (such as certification for transporting dangerous goods)

### 5) language proficiency

You must submit valid language test results showing you have obtained a minimum score equal to or greater than a benchmark 4 under the [Canadian Language Benchmark 2000](#) (CLB) in all four competencies: listening, speaking, reading and writing.

Test results will be considered valid for the two years from the date of issuance. Test results must be valid at the time of registration AND application.

Information about how we assess your [language requirements can be found here](#) in this guide.

**All requirements must be met at the time of registration and, if applicable, application.**

## Employment in the Northeast Development Region of B.C.

If you are currently working in the Northeast Development Region, you may be eligible for this category if you are employed in any entry level or semi-skilled occupation listed as Skill Level C or D in the NOC, excluding live-in caregivers. Your eligibility for ELSS is not restricted to occupations the tourism/hospitality, long-haul trucking or food processing industries.

If you are employed under the Live-In Caregiver program, you are not eligible for the BC PNP as this federal program already provides participants with a pathway to permanent residence.

If you have an offer of indeterminate full-time employment for a higher-skilled occupation at the NOC Skill Level 0, A or B, you may be eligible to apply to the BC PNP under the Skills Immigration Skilled Worker category.

### Eligible Occupations for Entry Level and Semi-Skilled

If you work in an eligible occupation within the tourism and hospitality or food processing sectors, or if you are a long-haul truck driver as defined by the [National Occupational Classification](#), (NOC) you may be eligible for the BC PNP.

### List of Eligible Occupations

Below is a complete list of eligible occupations in tourism/hospitality, long-haul trucking and food processing. Please see the [National Occupational Classification](#) for a description of the main duties and employment requirements for each occupation.

Occupations in Travel and Accommodation	
NOC	Occupation
6525	Hotel Front Desk Clerks

Tour and Recreational Guides and Casino Occupations	
NOC	Occupation
6531	Tour and Travel Guides
6532	Outdoor Sport and Recreational Guides
6533	Casino Occupations

<b>Occupations in Food and Beverage Service</b>	
NOC	Occupation
6511	Maîtres d'hôtel and Hosts/Hostesses
6512	Bartenders
6513	Food and Beverage Servers
6711	Food Counter Attendants, Kitchen Helpers and Related Occupations

Note: If you are working as a chef or a cook, you must apply under the Skilled Worker category.

<b>Cleaners (Employed Directly by Hotels/Resorts)</b>	
NOC	Occupation
6731	Light Duty Cleaners
6732	Specialized Cleaners
6733	Janitors, Caretakers and Building Superintendents
6721	Support Occupations in Accommodation, Travel and Facilities Set-Up Services

<b>Other Service Occupations (Employed Directly by Hotels/Resorts)</b>	
NOC	Occupation
6741	Dry Cleaning, Laundry and Related Occupations
6742	Other Service Support Occupations

<b>Food Processing</b>	
<b>NOC</b>	<b>Occupation</b>
9461	Process Control and Machine Operators, Food and Beverage Processing
9462	Industrial Butchers and Meat Cutters, Poultry Preparers and Related Workers
9463	Fish and Seafood Plant Workers
9465	Testers and Graders, Food, Beverage and Associated Products Processing
9617	Labourers in Food, Beverage and Associated Products Processing
9618	Labourers in Fish and Seafood Processing

<b>Long-Haul Truck Drivers</b>	
<b>NOC</b>	<b>Occupation</b>
7511	Long-Haul Truck Driver

Note: To qualify in this category, you must meet the eligibility requirements for the Entry Level and Semi-Skilled worker category.

## Part 3: Program Requirements - Express Entry BC

[Express Entry](#) is an online application management system introduced by Immigration, Refugees and Citizenship Canada (IRCC) in January 2015. British Columbia introduced Express Entry BC (EEBC) at the same time. EEBC allows the BC PNP to use IRCC's Express Entry system to meet the province's specific labour market needs.

For more information about how to register and apply to the BC PNP, please review the [Process section of this guide](#).

### General Requirements – Express Entry BC

You must meet all of the following EEBC requirements to receive priority processing of your permanent residence application. You must:

- meet the criteria for at least one of the federal economic immigration programs subject to IRCC's Express Entry system
- obtain an IRCC Express Entry Profile Number and a Job Seeker Validation Code, and indicate your interest in immigrating to B.C.
- receive a nomination under one of the BC PNP's EEBC categories

If you are interested in applying to the BC PNP under an EEBC category, you need to ensure that you meet the minimum criteria for **both** the relevant BC PNP category as well as one of the eligible federal economic immigration programs.

You must meet the minimum criteria for one of the categories under the Express Entry BC stream:

- [Express Entry BC – Skilled Worker](#)
- [Express Entry BC – Health Care Professional](#)
- [Express Entry BC - International Graduate](#)
- [Express Entry BC - International Post Graduate](#)

All EEBC categories, with the exception of EEBC – International Post-Graduate, require a valid offer of indeterminate, full-time employment from a B.C. employer.

In addition to meeting BC PNP requirements, you must **also** meet the minimum criteria for one of the following federal economic immigration programs:

- [Federal Skilled Worker Program](#)
- [Federal Skilled Trades Program](#)
- [Canadian Experience Class](#)

These federal programs require a language proficiency test at a prescribed level and may require an independent evaluation of your education that is assessed against Canadian standards.

You must review [IRCC's Express Entry](#) system, complete the self-assessment, and if eligible, create a profile. You must also indicate that you are interested in settling in B.C.



You will be required to enter information regarding your education, language and work experience as part of the Express Entry system. If you meet the criteria for one of the federal economic immigration programs subject to Express Entry, you will receive an Express Entry Profile Number and a Job Seeker Validation Code. These are specific numbers assigned only to you.

Except where otherwise noted, the following are requirements in all categories of both the Express Entry BC and Skills Immigration streams:

- Your employer has offered, and you have accepted, indeterminate, full-time employment in an eligible occupation (Exception: Skills Immigration - International Post-Graduate and EEBC - International Post-Graduate).
- You must be qualified for the offered position. The BC PNP may refer to the [National Occupational Classification](#) (NOC), [WorkBC](#) or industry standards to determine the minimum qualifications for an occupation. For more information about the NOC and how it works, [please visit this section](#).
- The wage you have been offered must be competitive with B.C. wage rates for the occupation. For more information, please refer to individual category requirements.
- You must meet the [minimum language requirements](#) for the federal category under which you are eligible and provide your language test results from an agency designated by IRCC. Acceptable language tests include: the [International English Language Testing System \(IELTS\) General Training](#); [Canadian English Language Proficiency Index Program \(CELPIP-General\)](#) or; the [Test d'évaluation de français \(TEF\)](#).
- You must demonstrate that you meet minimum income requirements. For more information, please see the [minimum income requirements section](#).
- You must not have an ownership/equity stake of more than 10 percent in the B.C. company that has offered you employment.
- Your employment must provide economic benefit to B.C. For example, your employment will contribute to:
  - maintaining or creating jobs for Canadians
  - transferring knowledge and skills to Canadians
  - supporting the development of proprietary new products
  - building the workforce for a major project
- Your employment must not adversely affect the settlement of a labour dispute, or the employment of anyone involved in any such dispute, or adversely impact training or employment opportunities for Canadian citizens or permanent residents.
- If invited to apply, you must submit the \$550 application fee with your online application before your application will be processed. Incomplete applications will not be approved, and application fees will only be refunded if you withdraw your application before the BC PNP begins to assess it. You may contact the BC PNP at [PNPinfo@gov.bc.ca](mailto:PNPinfo@gov.bc.ca) to withdraw your application and find out if you are eligible for a refund. Please provide your full name, your date of birth, and your BC PNP application file number in your email.

- The BC PNP will **not** nominate someone who:
  - is prohibited from entering Canada
  - has not been lawfully admitted in the country of current residence
  - is in Canada and is out of status
    - An individual whose status has expired, and who has not applied for restoration of status within the 90 day eligibility period, will be considered out of status
  - is working in Canada without authorization
  - has an unresolved refugee claim in Canada
  - is under a removal order in or outside of Canada

**All program and category requirements must be met at the time of registration and, if applicable, application.**

## Minimum Income Requirements - Express Entry BC

To be eligible for the BC PNP's Express Entry BC streams, with the exception of the International Post-graduate stream, you must demonstrate that you are able to support yourself (and your dependants) according to your:

- annual wage in B.C.
- location of residence in B.C.
- number of dependants

The BC PNP has established minimum family income thresholds for the Greater Vancouver regional District and the rest of B.C. Your family must meet the minimum family income threshold for your chosen area of residence.

Family income is the total of:

- your regular gross annual wage from the B.C. employer supporting your BC PNP application
- your spouse or common-law partner's regular gross annual wage in B.C. from work authorized under a valid work permit (if applicable)

In calculating your family income, the BC PNP will only consider regular gross annual wages. BC PNP does not consider bonuses, commissions, profit-sharing distributions, tips/gratuities, overtime wages, housing allowances, room and board or other similar payments to be part of your wage. Please note that your annual wage is calculated using the number of hours of work/week to a maximum of 40 hours/week.

The onus is on your employer to demonstrate that the offered wage is genuine and bona fide. Applications will not be approved where there are reasonable grounds to believe that the offered wage has been inflated or increased for the purpose of meeting minimum income requirements, or for the purpose of obtaining a higher registration score.

If you are working for your B.C. employer on a valid work permit, you must be able to demonstrate a history of earning the offered wage and a history of meeting minimum income requirements prior to submitting a registration and/or application to the BC PNP.

Entry level and semi-skilled applicants must be able to demonstrate a history of meeting the applicable income threshold requirement for the full nine month period prior to submitting a registration and/or application.

If you were originally hired based on a positive federal Labour Market Impact Assessment, the wage you are earning at the time of registration and/or application must be equal to or greater than the wage stated in the offer of employment and on the [Labour Market Impact Assessment](#).

Your spouse or common-law partner's annual wage will only be included in the family income calculation if your spouse or common-law partner has a valid work permit and is currently employed in B.C. The table below includes the size of your family unit (your spouse or common-law partner and dependants, whether or not they come with you to live in B.C.), to determine if you meet the minimum family income threshold for your area of residence.

Please note that your spouse will be included in the size of your family unless you provide a signed Statutory Declaration of your official separation, a Divorce Certificate, or an equivalent official document indicating that the relationship has ended.

Please also note that the number of dependants declared on your federal application for permanent residence to IRCC must match the number of dependants listed on your BC PNP application.

The BC PNP must be informed of any changes to your family size throughout the BC PNP and IRCC permanent residence application process. Any changes to your dependant information may affect minimum income requirements. Failure to notify the BC PNP of any changes may result in a refusal of your application or withdrawal of your nomination.

<b>Family Income Threshold by Area of Residence</b>		
Size of Family	<a href="#">Greater Vancouver Regional District</a>	Rest of B.C.
1	\$22,140	\$18,452
2	\$27,562	\$22,970
3	\$33,885	\$28,239
4	\$41,140	\$34,287
5	\$46,661	\$38,887
6	\$52,625	\$43,859
7 or more	\$58,591	\$48,830

The income thresholds in this table represent 90% of an amount calculated from the appropriate 2015 Low-Income Cut-Off (LICO) figures set by Statistics Canada.

This table will be updated regularly to reflect the latest LICO figures.

All Express Entry British Columbia applicants must meet the BC PNP minimum income requirements outlined above.

Under the Express Entry British Columbia stream, you may have to show that you meet the [minimum proof of settlement funds](#) criteria of one of the federal economic immigration programs subject to Express Entry.

[Please carefully review IRCC's website](#) for detailed information on when proof of settlement funds are required under Express Entry. Requirements for settlement funds differ across the federal economic immigration programs for which applicants may be eligible.

Please note that IRCC's proof of funds requirement is separate from the BC PNP's minimum income requirements.

## Language Requirements – Express Entry BC

Under the Express Entry British Columbia stream, you will have to meet the [minimum language criteria](#) of one of the federal economic programs.

You must meet the minimum language requirements for the federal category under which you are eligible and provide your language test results from an agency designated by IRCC. Acceptable language tests include:

- the [International English Language Testing System \(IELTS\) General Training](#), or
- the [Canadian English Language Proficiency Index Program \(CELP-IP-General\)](#).
- the [Test d'évaluation de français \(TEF\)](#).

Test results will be considered valid for the two years from the date of issuance. Test results must be valid at the time of registration AND application.

## Express Entry BC - Skilled Worker

B.C. is looking for skilled workers who have post-secondary education or training and several years of employment experience in a professional, management, technical, trade or other skilled occupation.

### Eligibility Requirements

In addition to meeting the [general requirements](#), to qualify for the BC PNP under the Express Entry BC - Skilled Worker category, you must have the following:

- 1) an IRCC Express Entry Profile Number and a Job Seeker Validation Code that indicates you meet the eligibility criteria for one of the federal economic immigration programs subject to IRCC's Express Entry system**

These federal economic immigration programs are:

- [Federal Skilled Worker Program](#)
- [Federal Skilled Trades Program](#)
- [Canadian Experience Class](#)

- 2) minimum two years of directly related full-time (or full-time equivalent) work experience in the skilled occupation that has been offered to you, and, if applicable, the credentials and qualification requirements of the position**

The position you have been offered must be classified as Skill Level 0, A or B in the [National Occupational Classification \(NOC\)](#). These positions normally require post-secondary education and training. For more information about the NOC and how it works, [please visit this section](#).

You must also have a minimum of two (2) years of directly related full-time (or full-time equivalent) work experience in the position you have been offered.

The BC PNP defines directly related work experience as paid employment that is classified under the same NOC code as the B.C. job offer that you have accepted.

Experience in a related occupation at a NOC skill level equal to or greater than the NOC code of the B.C. job offer may also be included if, at the time of application, you can satisfactorily demonstrate how this work experience is directly related. Experience in a lower skill level NOC will not be considered as directly related.

If the offered position is in a regulated occupation that requires mandatory certification, licensing or registration, you must demonstrate that you meet these requirements when you apply to the BC PNP.

Experience obtained in paid co-op work terms is eligible if it meets the following criteria:

- paid co-op work term must be full-time (minimum 30 hours per week)
- paid co-op experience must be at a NOC skill level equal to or greater than the NOC code of the B.C. job offer. At the time of application, you must be able to satisfactorily demonstrate how this work experience is directly related.

Experience in a lower skill level NOC will not be considered as directly related.

Unpaid co-op work terms are not eligible.

**3) an offer of indeterminate, full-time employment from an eligible B.C. employer at a wage that meets industry standards**

Your employer must provide you with a written offer of employment on official company letterhead.

The letter must be:

- signed and dated by a person authorized to hire employees
- signed and dated by you confirming that you accept the job offer

In addition, the offer of employment must include:

- your job title and duties
- your rate of pay
- your standard hours of work
- that the position is indeterminate and full-time (at least an average of 30 hours a week, year-round)
- any discretionary benefits in addition to those required by law (such as pension and medical plans, disability insurance, sick pay, accommodation and meal allowances, and extra paid vacations)
- if the position is covered by a collective agreement, a reference to the agreement

Your employer cannot make any deductions from your pay (or require you to pay any fees) for recruitment or retention, or any fee that is normally paid by the employer. For more information, please visit [Employment Standards Branch's website](#).

The wage stated on your offer of employment must be at market rate and comparable to the rate paid to workers with a similar level of experience and training for equivalent jobs in B.C. and consistent with the wage compensation structure of your employer. For examples of market wage rates by occupation, please visit [Job Bank](#).

You must be establishing an employee/employer relationship with your employer. If you will be providing services as an independent contractor you are not eligible for the Skills Immigration stream of the BC PNP.

If you were originally hired based on a positive federal Labour Market Impact Assessment, the wage you are earning at the time of registration and/or application must be equal to or greater than the wage stated in the offer of employment and on the [Labour Market Impact Assessment](#).

Your employer must also [meet program requirements](#).

#### 4) evidence that you meet minimum income requirements

You must demonstrate that you are able to support yourself (and your dependants) according to your:

- annual wage in B.C.
- location of residence in B.C.
- number of dependants

Information about how the BC PNP assesses your [minimum income requirements can be found here](#) in this guide.

**All requirements must be met at the time of registration and, if applicable, application.**



## Express Entry BC - Health Care Professional

Health care workers are in demand across British Columbia. If you are a physician, nurse, psychiatric nurse or allied health professional, you may be eligible to apply to the BC PNP in the Health Care Professional category.

### Health Match BC

If you are looking for opportunities to work as a health care professional in B.C., we encourage you to contact [Health Match BC](#). This free provincial service recruits health professionals on behalf of B.C.'s public health care authorities. In addition to helping you find a job in your field, Health Match BC staff can answer your questions about the BC PNP and assist you with your BC PNP application.

### Eligibility Requirements

In addition to meeting the [general requirements](#), to qualify for the BC PNP under the Express Entry BC - Health Care Professional category, you must have the following:

- 1) an IRCC Express Entry profile number and a Job Seeker Validation Code that indicates you meet the eligibility criteria for one of the federal economic immigration programs subject to IRCC's Express Entry system**

These federal economic immigration programs are:

- [Federal Skilled Worker Program](#)
- [Federal Skilled Trades Program](#)
- [Canadian Experience Class](#)

- 2) an offer of indeterminate, full-time employment from a [public health authority](#) as a:**

- physician
- specialist physician
- registered nurse
- registered psychiatric nurse
- nurse practitioner
- allied health professional such as a:
  - diagnostic medical sonographer
  - clinical pharmacist
  - medical laboratory technologist
  - medical radiation technologist
  - occupational therapist
  - physiotherapist

OR

- midwife:
  - must have a letter of confirmation from an established practice group in British Columbia confirming your acceptance into the group as an affiliated midwife for a period of at least six months. This letter must be on the practice group's official letterhead, and must be signed by you and the head of the practice group.
  - must be registered, or eligible to be registered, with the [College of Midwives of British Columbia](#).

In order to be eligible for consideration under this category, in addition to meeting IRCC's Express Entry requirements, you must also meet the BC PNP's Health Care Professional category requirements. Please refer to the [Skills Immigration - Health Care Professionals section](#) of this Guide for comprehensive information about these requirements.

## Express Entry BC - International Graduate

If you are an international student who has graduated from a Canadian university or college in the past two years, you may be eligible for the BC PNP. You need a job offer from a B.C. employer for an indeterminate, full-time position that typically requires a university or college education.

### Eligibility Requirements

In addition to meeting the [general requirements](#), to qualify for the BC PNP under the Express Entry BC - International Graduate category, you must have the following:

- 1) an IRCC Express Entry profile number and a Job Seeker Validation Code that indicates you meet the eligibility criteria for one of the federal economic immigration programs subject to IRCC's Express Entry system**

These federal economic immigration programs are:

- [Federal Skilled Worker Program](#)
- [Federal Skilled Trades Program](#)
- [Canadian Experience Class](#)

- 2) a degree, diploma or certificate from an eligible post-secondary institution in Canada**

You must submit your registration to the BC PNP within **two years** of the date shown on your official transcript indicating that you have completed all requirements of the degree or diploma program.

### Degrees

Your undergraduate or graduate degree must be from a Canadian post-secondary institution authorized to grant degrees. Your education is not eligible if it is a distance education learning program either from abroad or from within Canada.

If the location is in B.C.:

- see the [Education Planner](#) for a list of degree programs offered in B.C.
- see the [Ministry of Advanced Education website](#) for a list of authorized degree programs offered by B.C. private post-secondary institutions

### Diploma and Certificates

If you have a diploma or certificate, it must be from a public post-secondary institution in Canada. **Diplomas and Certificates from private institutions are not eligible.** Language training (an ESL program, for example) does not qualify.

Your education is not eligible if it is a distance education learning program either from abroad or from within Canada.

Your program must have been at least 8 months (two semesters) of full-time equivalent study. You may be requested to provide a letter from your educational institution that confirms your program meets this requirement.

Your program of study is not eligible if you spent more than one-quarter of the program time in a co-op work term or internship.

See the [Ministry of Advanced Education](#) for a list of public post-secondary institutions in B.C.

### **3) a job offer for a full-time, indeterminate position that typically requires a university or college education at a wage that meets industry standards**

The position you have been offered must be classified as Skill Level 0, A or B in the [National Occupational Classification](#). For more information about the NOC and how it works, [please visit this section](#).

Please note, if your current occupation or job offer is classified at a NOC C or D level, you are not eligible for this category, as NOC C & D occupations are not eligible under Express Entry. However, you may still be eligible under the [Skills Immigration - International Graduate](#) category.

Note: If you have been offered a job in a regulated occupation that requires mandatory certification, licensing or registration, you must provide documentation showing that you meet these requirements.

Your employer must provide you with a written offer of employment on official company letterhead.

The letter must be:

- signed and dated by a person authorized to hire employees
- sign signed and dated by you confirming that you accept the job offer

In addition, the offer of employment must include:

- your job title and duties
- your rate of pay
- your standard hours of work
- that the position is indeterminate and full-time (at least an average of 30 hours a week, year-round)
- any discretionary benefits in addition to those required by law (such as pension and medical plans, disability insurance, sick pay, accommodation and meal allowances, and extra paid vacations)
- if the position is covered by a collective agreement, a reference to the agreement

Your employer cannot make any deductions from your pay (or require you to pay any fees) for recruitment or retention, or any fee that is normally paid by the employer. For more information, please visit [Employment Standards Branch's website](#).

The wage stated on your offer of employment must be at market rate and comparable to the rate paid to workers with a similar level of experience and training for equivalent jobs in B.C. and consistent with the wage compensation structure of your employer. For examples of market wage rates by occupation, please visit the [Job Bank](#).

You must be establishing an employee/employer relationship with your employer. If you will be providing services as an independent contractor you are not eligible for the Skills Immigration stream of the BC PNP.

If you were originally hired based on a positive federal Labour Market Impact Assessment, the wage you are earning at the time of registration and/or application must be equal to or greater than the wage stated in the offer of employment and on the [Labour Market Impact Assessment](#).

Your employer must also meet [program requirements](#).

#### **4) evidence that you meet minimum income requirements**

You must demonstrate that you are able to support yourself (and your dependants) according to your:

- annual wage in B.C.
- location of residence in B.C.
- number of dependants

Information about how the BC PNP assesses your [minimum income requirements can be found here](#) in this guide.

**All requirements must be met at the time of registration and, if applicable, application.**

## Express Entry BC - International Post-Graduate

If you have recently graduated from a B.C. post-secondary institution with a master's or doctoral degree in the natural, applied or health sciences, you may be eligible for the EEBC – International Post-Graduate category.

If you are applying in this category, you do not need a job offer from an employer.

### Eligibility Requirements

In addition to meeting the [general requirements](#), to qualify for the BC PNP under the Express Entry BC - International Post-Graduate category, you must have the following:

- 1) an IRCC Express Entry profile number and a Job Seeker Validation Code that indicates you meet the eligibility criteria for one of the federal economic immigration programs subject to IRCC's Express Entry system**

These federal economic immigration programs are:

- [Federal Skilled Worker Program](#)
- [Federal Skilled Trades Program](#)
- [Canadian Experience Class](#)

- 2) a master's or doctoral degree received within the past two years from an eligible program at a post-secondary institution in B.C.**

Your master's or doctoral degree must be from an eligible B.C. post-secondary institution.

See the [Education Planner](#) for a list of degree programs offered by B.C. public post-secondary institutions.

See the [Ministry of Advanced Education](#) website for a list of degree programs offered by B.C. private post-secondary institutions.

### AND

Your graduate degree (master's or doctorate) must be in one of the following programs of study in the natural, applied or health sciences as defined by Statistics Canada's [Classification of Instructional Programs \(CIP\)](#) 2011:

- agriculture (CIP 01)
- biological and biomedical sciences (CIP 26)
- computer and information sciences and support services (CIP 11)
- engineering (CIP 14)
- engineering technology (CIP 15)
- health professions and related clinical sciences (CIP 51)
- mathematics and statistics (CIP 27)
- natural resources conservation and research (CIP 03)
- physical sciences (CIP 40)

Further details regarding the classification of these programs of study can be found on Statistics Canada's [Classification of Instructional Programs \(CIP\)](#) website. The BC PNP has the sole authority to determine the appropriate CIP for your educational credentials.

Your education is not eligible if it is a distance education learning program either from abroad or from within Canada.

### **3) evidence that you intend to reside in B.C.**

You must provide evidence that you intend to live and work in B.C.

This evidence may include:

- the length of any previous and/or current period of residence in B.C.
- your connections to B.C. through work, study or family
- a description of any actions you've taken to permanently settle in B.C., such as finding a job or place to live

**All requirements must be met at the time of application.**

## Part 4: Employer Requirements

The Skills Immigration and Express Entry British Columbia streams of the BC PNP are employer-driven and are designed to help B.C. businesses attract and retain international workers and students to meet B.C.'s labour market needs.

If you have the support of your current or prospective B.C. employer and you meet the eligibility criteria, you can submit a registration online to the BC PNP. If you are invited to apply and your application is approved, you and your dependent family members can apply for permanent resident visas from IRCC under the Provincial Nominee Class.

### Employer Responsibilities

Your employer must:

- ensure that the company meets the general employer requirements below
- issue you a written offer of employment
- complete the Employer sections of the application forms
- notify the BC PNP if there are any changes in your employment status – such as whether you have been promoted, terminated, laid off, on extended leave, or if the business has closed or changed ownership

### General Employer Requirements

Your employer must meet specific requirements in order to support your BC PNP application. The onus is on your employer to demonstrate that these requirements are met. Your employer may be required to provide financial statements or other documents as supporting evidence.

#### **1) be established as an employer in good standing in B.C.**

Your employer must be in good standing and:

- incorporated or extra-provincially registered  
**OR**
- registered as a limited liability partnership in B.C.  
**OR**
- be an eligible public sector or non-profit employer

Your employer must be permanently established in B.C., as defined by the federal [Income Tax Act](#).

Your employer must have operated in B.C. for at least one year (two years if you are applying under the Entry Level and Semi-Skilled category (including employment in the Northeast Development Region of B.C.)).



## 2) have indeterminate, full-time employees

If your employer is located **within** [the Greater Vancouver Regional District](#), your employer must have at least five indeterminate, full-time employees (or full-time equivalents) in B.C.

If your employer is located **outside** of the [Greater Vancouver Regional District](#), your employer must have at least three indeterminate, full-time employees (or full-time equivalents) in B.C.

You must be establishing an employee/employer relationship with your employer as defined by the [Employment Standards Act](#). Please note that for the purposes of the BC PNP, independent contractors are not considered as indeterminate employees.

At its sole discretion, the BC PNP may consider your application if your employer does not meet this minimum requirement. However, in order to be considered, your employer must make a sufficiently compelling business case in writing to the BC PNP that demonstrates how your nomination will generate economic benefit to B.C.

You must not have an ownership/equity stake of more than 10 percent in the B.C. company that has offered you employment. Individuals who own 10 percent or more do not meet the eligibility criteria for the Skills Immigration category of the BC PNP.

## 3) have a history of good workplace and business practices

Your employer must be financially sound and have a history of good workplace and business practices, including complying with all applicable B.C. employment, labour, immigration, health and safety laws and regulations.

## 4) sign an employer declaration

Your employer must sign a declaration that the company meets all of the requirements set out in *Employer Requirements*, has been in operation in B.C. for at least one or two years (as applicable), and is in compliance with employment, immigration, health, and safety laws and regulations.

## 5) meet domestic labour market recruitment requirements

Your employer must demonstrate that genuine and bona fide efforts were made to recruit from the local labour market, and that hiring you will not adversely affect employment or development opportunities for local candidates (Canadian citizens and/or permanent residents).

Subject to verification, the BC PNP may consider this requirement to be met if:

- you have a valid work permit from IRCC and are currently working full-time (30 hours per week) for the supporting B.C. employer in the occupation identified in the job offer

**OR**

- your employer can provide evidence of a genuine and bona fide effort to recruit from the domestic labour market and is able to demonstrate the results of these recruitment efforts, such as advertisements based on the following minimum requirements:
  - a) For NOC Skill Level 0 or A occupations (based on the [National Occupational Classification](#)), recruitment advertisement must be for at least 14 days.

Acceptable recruitment advertisement locations include:

- recognized job posting websites
- professional association websites
- national newspapers, professional journals or newsletters

The 14 day recruitment advertisement requirement may be waived for the recruitment of senior executives or highly specialized senior managers and professionals. In these cases your employer must demonstrate targeted recruitment activities consistent with industry practices, such as the creation of an executive recruitment team or the hiring of a specialized human resources recruitment agency.

- b) For NOC Skill Level B occupations (based on the [National Occupational Classification](#)), recruitment advertisement must be at least 14 days.

Acceptable recruitment advertisement locations include:

- recognized job posting websites
- professional association websites
- national newspapers, professional journals or newsletters

For more information about the NOC and how it works, [please visit this section](#).

Advertisements in scenarios a) and b) must include:

- company operating name
- job title and duties
- rate of pay
- location of work (local area, city or town)
- contact information
- skills requirements for the job including:
- education and/or qualifications
- work experience

Please note that the onus is on your employer to demonstrate that genuine and bona fide efforts were made to recruit from the local labour market, and it is expected that the employer will only identify a qualified candidate for the position after a rigorous effort was made to recruit from the local labour market.

Genuine and bona fide recruitment efforts are assessed against, but not limited to, the following:

- the specific efforts made to identify a Canadian or permanent resident for the position
- the recruitment methods and duration are consistent with industry standards and practices
- the qualifications listed in the recruitment ads are reasonable, are sufficient to allow a Canadian or permanent resident to qualify for the position, do not require a candidate to have a foreign network or foreign work experience, and are not specifically catered to a particular candidate
- the level of scrutiny exercised when verifying the qualifications of all potential candidates

Please note that positions that require the employee to spend the majority of time outside of B.C. do not qualify.

### **6) a job offer for a full-time, indeterminate position**

Your employer must state that you have been offered and have accepted a full-time job (at least an average of 30 hours a week, year-round) that does not have an end date. Contract positions are not eligible.

### **7) offer a market wage rate that meets industry standards**

The wage stated on your offer of employment must be at market rate and comparable to the rate paid to workers with a similar level of experience and training for equivalent jobs in B.C. and consistent with the wage compensation structure of your employer. For examples of market wage rates by occupation, please visit the [Job Bank](#).

The BC PNP will not consider bonuses, commissions, profit-sharing distributions, tips/gratuities, overtime wages, housing allowances, room and board, or other similar payments to be part of your wage.

For more information on wages and working conditions in Canada and B.C., visit the [WorkBC](#) or [Job Bank](#) websites.

**IMPORTANT:** The BC PNP will not nominate an individual if their employment affects the settlement of a labour dispute or the employment of a person involved in such a dispute.

## Public Sector and Non-Profit Employers

The BC PNP accepts applications from the following public sector or non-profit organizations with a permanent establishment in B.C.:

- provincial and regional health care authorities and agencies
- public post-secondary education and training institutions
- private non-profit post-secondary institutions that are accredited by, or registered with, The Private Career Training Institutions Agency of BC
- institutions supported by the Government of Canada or the Province of B.C. conducting research in natural and applied sciences, engineering, computer and information systems, or health sciences
- provincial/federal/municipal government organizations and agencies
- other non-profit groups registered as charitable organizations and incorporated under the Society Act (RSBC 1996) or the Canada Corporations Act, Part II, 1970

## Ineligible Employers

The BC PNP will **not** approve applications from:

- employers involved in producing, distributing or selling pornographic or sexually explicit products, or providing sexually oriented entertainment or services
- employment agencies and similar placement firms unless they are establishing an employer/employee relationship with the registrant and/or applicant

## Part 5: Process

### Registration

# BC Provincial Nominee Program Pathway to Permanent Residence



#### What is the process?

You accept an offer of indeterminate, full-time employment from a B.C. employer who is willing to support you through the BC PNP process. The only exception to the job offer requirement is if you have a graduate degree from a B.C. university in the natural, applied or health sciences.

If you and your employer meet the program requirements and your employer is prepared to support your submission, you can submit a registration to the BC PNP.

Please note that if you are interested in the following categories, you do **not** need to register and may proceed directly to the application via [BCPNP Online](#):

- [Skills Immigration – Health Care Professional](#)
- [Skills Immigration – International Post-Graduate](#)
- [Express Entry BC – Health Care Professional](#)
- [Express Entry BC – International Post-Graduate](#)

#### What is the Skills Immigration Registration System?

The Skills Immigration Registration System is a dynamic intake management system that allows the BC PNP to prioritize high-impact candidates to ensure strong economic outcomes for the province. As it is a points-based system, you will receive a score based on the information you provide.

Your registration score will determine whether you will receive an invitation to apply under the BC PNP Skills Immigration stream.

## How does it work?

You must create an online profile with [BCPNP Online](#) and complete all of the sections of the registration. You are responsible for updating your contact information in your profile and ensuring that all required information is current and up-to-date. For instructions on how to complete the registration, please see the [BC PNP Skills Immigration and Express Entry BC Technical Guide](#).

After you complete your registration, you will receive your registration score and will be entered into a selection pool for the category in which you have registered. Your registration is considered successfully submitted once you receive a confirmation of registration email that includes your BC PNP registration number. Your registration will remain in the selection pool for a maximum of twelve months from the date of submission.

The registration is free of charge. If you are invited to submit an application, you will be asked to pay a fee as part of the online application process.

Periodically, the BC PNP will invite the highest-scoring registrants from each category to apply. More information about the invitation to apply process can be found in the [Invitations to Apply section](#).

A registration into the Skills Immigration Registration System is **not** an application to the BC PNP or a guarantee that you will be invited to apply.

**Please carefully review the program and category requirements before completing your registration.**

## Important Information

- your registration will be assigned a score according to the scoring factors applicable at the time of registration
- there is no registration fee
- you may only have one active registration at a time
- your registration is valid only for the category that you have selected
- after you complete your registration, please ensure that you have received a confirmation email that includes your BC PNP registration number. If you do not receive this email within 24 hours, please refer to the [BC PNP Skills Immigration and Express Entry BC Technical Guide](#) for further instructions.
- Periodically, the BC PNP will invite the highest scoring registrants to apply from each of the categories under the Skills Immigration Registration System
- if you need to make changes to the information that you have entered in your registration other than the information captured in your profile, you will need to withdraw your registration and submit a new registration with the updated information. This will be done using your existing profile. Please carefully review the program and category requirements before completing your registration
- it is important to make sure your profile and registration information is up-to-date, as differences between the information in your registration and your application may lead to refusal of your BC PNP application. Please note that if, at the time your application is assessed, your points total is determined to be lower than the minimum draw score at the time you were invited to apply, your application will be refused. For more information, please see the [‘Invitations to Apply’ section](#) of this guide
- an invitation to apply does not guarantee that your application will be approved for nomination
- you can check the most up-to-date information regarding the status of your registration at any time by logging in to see [your profile dashboard](#)

## What else should I know?

The BC PNP reserves the right to make changes to the Skills Immigration Registration System without prior notice, including changes to the scoring grids, the length of time your registration can remain in the selection pool and the number and frequency of invitations to apply.

A registration into the Skills Immigration Registration System is **not** an application to the BC PNP or a guarantee that you will be invited to apply.

Your registration is valid for twelve months from the date of submission. If you do not receive an invitation to apply before your registration expires, it will no longer be valid. You may then create and submit a new registration using your existing [BCPNP Online](#) profile.

The number and frequency of invitations to apply will be determined by the BC PNP's processing capacity and is subject to change. Please [check our website](#) for information on the most recent invitations.

Your registration will be assessed according to the scoring factors applicable at the time of submission.



## What is the National Occupational Classification (NOC)?

The NOC is a system used by the Government of Canada to classify jobs (occupations). Jobs are grouped according to the type of work a person does and the types of job duties.

For instance, if a person wants to apply as a skilled worker they should check the NOC to see which jobs are considered “skilled” (NOC Skill Type 0 or Skill Level A or B). [Find your job title, code and skill level or type.](#)

The job information is broken down into a number of groups. For immigration purposes, the main groups are:

- skill type 0 (zero) – management jobs
  - examples: information systems managers, construction managers, directors of operations
- skill level A — professional jobs. People usually need a degree from a university for these jobs
  - examples: doctors, engineers, architects
- skill level B — technical jobs and skilled trades. People usually need a college diploma or to train as an apprentice to do these jobs
  - examples: chefs, electricians, plumbers
- skill level C — intermediate jobs. These jobs usually need high school and/or job-specific training
  - examples: long-haul truck drivers, butchers, food and beverage servers
- skill level D — labour jobs. On-the-job training is usually given
  - examples: cleaning staff, oil field workers, fruit pickers

To learn more about the National Occupational Classification, please visit [IRCC’s website](#).

## Registration Scoring

Your registration will be scored based on the information you provide. The factors below outline how your score will be calculated. You are not required to upload any documentation during the registration process.

If you are invited to apply, all the information you have provided in the registration will be verified against the information provided in the application.

### The BC PNP may refuse your application if:

- you do not meet the relevant program or category requirements outlined in this guide
- your registration information has changed such that your total registration score has decreased below the minimum draw score at the time you were invited to apply

You must complete each section of the registration in order to be entered into the selection pool for your category.

The maximum score available is 200.

You must still meet the requirements of the category that you select. Please carefully review all category and program requirements before completing your registration.

**If you are invited to apply, and choose to submit an application that does not meet program criteria, your application will be refused.**

**Incomplete applications will not be approved, and application fees will only be refunded if you withdraw your application before the BC PNP begins to assess it.** You may contact the BC PNP at [PNPinfo@gov.bc.ca](mailto:PNPinfo@gov.bc.ca) to withdraw your application and find out if you are eligible for a refund. Please provide your full name, your date of birth, and your BC PNP application file number in your email.

For instructions on how to complete the registration, please see the [BC PNP Skills Immigration and Express Entry BC Technical Guide](#).

Scoring Sections		Maximum Points
Economic Factors (120)	Skill Level of the B.C. Job Offer	60
	Wage of the B.C. Job Offer	50
	Regional District of Employment	10
Human Capital Factors (80)	Directly Related Work Experience	25
	Highest Level of Education	25
	Language	30
<b>Total Points Available</b>		<b>200</b>

## Economic Factors

As an economic immigration program, the BC PNP is designed to meet the labour market needs and the economic development priorities of the province.

The following are key economic factors that support the attraction and integration of workers who will provide economic benefits to B.C.

### 1) skill level of the B.C. job offer

Points for this factor are determined by the occupation identified in your B.C. job offer. Your occupation is classified into different levels according to the [National Occupational Classification \(NOC\)](#).

Bonus points are available for:

- occupations in the "00" NOC skill type (senior management occupations)
- occupations that have been identified in the Top 100 occupations in the [B.C. Labour Market Outlook 2014-2024](#)
- current employment for the B.C. employer in the occupation identified in the BC PNP registration. You can receive this bonus only if you are currently employed full-time (30 hours per week or more) in the same occupation (ie: same NOC code) that you have been offered in the BC PNP registration. You are not eligible for this bonus if the occupation identified in the job offer is a promotion from your current occupation with the employer.

<b>Skill Level of the B.C. Job Offer</b>	<b>Points</b>
NOC Skill Level A (including Skill Type 0)	25
NOC Skill Level B	10
NOC Skill Level C	5
NOC Skill Level D	5
<b>Bonus points:</b>	
Occupation is a "00" NOC	15
Occupation identified in the Top 100 occupations in the BC Labour Market Outlook 2014-2024	10
Currently working full-time in B.C. for the employer in the occupation identified in the BC PNP registration	10
<b>Maximum Score Available</b>	<b>60</b>

## 2) annual wage of the B.C. job offer

The wage is calculated on an annual basis as outlined in your job offer. Please note that you must meet program criteria specific to the wage, job offer and minimum income requirements as outlined for [Skills Immigration](#) or [Express Entry BC](#).

For the purposes of registration scoring, a maximum of 40 hours per week will be used for the calculation of your annual wage. Regular or overtime hours worked in excess of 40 hours per week **should not be entered** in your registration.

Your annual wage is calculated using the following:

hourly rate x hours worked per week (maximum of 40 hours) x 52 weeks a year

In calculating your annual wage, the BC PNP will only consider regular gross annual wages. The BC PNP does not consider bonuses, commissions, profit-sharing distributions, tips/gratuities, overtime wages, housing allowances, room and board or other similar payments to be part of your wage.

Applications will not be approved where there are reasonable grounds to believe that the offered wage has been inflated or increased for the purpose of meeting BC PNP minimum income requirements or receiving a higher registration score.

<b>Annual Wage of the B.C. Job Offer</b>	<b>Points</b>
\$100,000 and above	50
\$97,500 to \$99,999	38
\$95,000 to \$97,499	37
\$92,500 to \$94,999	36
\$90,000 to \$92,499	35
\$87,500 to \$89,999	34
\$85,000 to \$87,499	33
\$82,500 to \$84,999	32
\$80,000 to \$82,499	31
\$77,500 to \$79,999	30
\$75,000 to \$77,499	29
\$72,500 to \$74,999	28
\$70,000 to \$72,499	27
\$67,500 to \$69,999	26
\$65,000 to \$67,499	25
\$62,500 to \$64,999	24

\$60,000 to \$62,499	23
\$57,500 to \$59,999	22
\$55,000 to \$57,499	21
\$52,500 to \$54,999	20
\$50,000 to \$52,499	19
\$47,500 to \$49,999	18
\$45,000 to \$47,499	17
\$42,500 to \$44,999	16
\$40,000 to \$42,499	15
\$38,750 to \$39,999	14
\$37,500 to \$38,749	13
\$36,250 to \$37,499	12
\$35,000 to \$36,249	11
\$33,750 to \$34,999	10
\$32,500 to \$33,749	9
\$31,250 to \$32,499	8
\$30,000 to \$31,249	7
\$28,750 to \$29,999	6
\$27,500 to \$28,749	5
\$26,250 to \$27,499	4
\$25,000 to \$26,249	3
Less than \$25,000	0
<b>Maximum Score Available</b>	<b>50</b>

### 3) regional district of employment

This factor recognizes the challenges faced in regional communities to attract and retain workers. You must enter the main location of your B.C. work location as identified on your job offer.

Please visit the [BC Stats website](#) to find the regional district of your employment.

<b>Regional District of Employment</b>	<b>Points</b>
Stikine, Central Coast, Northern Rockies, Mount Waddington, Skeena-Queen Charlotte, Powell River, Sunshine Coast, Kootenay-Boundary, Alberni-Clayoquot	10
Kitimat-Stikine, Bulkley-Nechako, Squamish-Lillooet, Strathcona, Columbia-Shuswap, East Kootenay	8
Peace River, Comox Valley, Cariboo, Central Kootenay	6
Okanagan-Similkameen, Cowichan Valley, North Okanagan, Fraser-Fort George	4
Thompson-Nicola, Nanaimo, Central Okanagan	2
Capital, Fraser Valley	2
Greater Vancouver	0
<b>Maximum Score Available</b>	<b>10</b>

## Human Capital Factors

Human capital factors are the skills, experience and competencies that individuals contribute to B.C.'s economy. These factors support successful settlement and integration in the province.

### 1) directly related work experience

This factor recognizes that individuals with directly related work experience have a higher likelihood of successful labour market attachment in B.C.

You will receive points based on your years of full-time (minimum of 30 hours per week) work experience, as it directly relates to the job you have been offered in B.C. This experience may be from work performed within Canada or abroad. This directly related work experience must have been obtained within the last 10 years.

The [National Occupational Classification](#) (NOC) is a system used by the Government of Canada to classify jobs (occupations). Jobs are grouped according to the type of work a person does and the types of job duties. For more information about the NOC, [please visit this section](#).

For the registration process, the BC PNP defines directly related work experience as full-time paid employment that is classified under the same NOC code as the B.C. job offer that you have accepted. Experience in a related occupation at a NOC skill level equal to or greater than the NOC code of the B.C. job offer may also be included if you can satisfactorily demonstrate how this work experience is directly related to the job duties outlined in the B.C. job offer. This information will be required at the time of application. Experience in a lower skill level NOC will not be considered as directly related.

For example:

- you have completed 8 years of full-time employment within the last 10 years in your home country as a registered nurse (NOC 3012). Your current B.C. job offer is for a licensed practical nurse (NOC 3233). Because the previous work experience is directly related and at an equal NOC level, it can be included.
- you have 3.5 years of full-time employment within the last 10 years in your home country as a senior manager in the financial service field (NOC 0013). Your current B.C. job offer is for financial sales representative (NOC 6235). You can enter this experience because it is directly related and at a higher NOC level.
- you have over 10 years of full-time employment within the last 10 years in your home country as a civil engineer (NOC 2131). Your current B.C. job offer is for a food service supervisor (NOC 6311). In this scenario your previous work experience would not be eligible because it is not directly related even though it was at a higher NOC.

Experience obtained in paid co-op work terms may be included if it meets the following criteria:

- Paid co-op work term must be full-time (minimum 30 hours per week)
- Paid co-op experience must be at a NOC skill level equal to or greater than the NOC code of the B.C. job offer. At the time of application, you must be able to satisfactorily demonstrate how this work experience is directly related. Experience in a lower skill level NOC will not be considered as directly related.

Unpaid co-op work terms are not eligible.

You can receive bonus points if you have at least one year (12 months at a minimum of 30 hours per week) of this directly related work experience in Canada.

<b>Directly Related Work Experience in the Occupation of B.C. Job Offer</b>	<b>Points</b>
5+ years	15
4 to 5 years	12
3 to 4 years	9
2 to 3 years	6
1 to 2 years	3
Less than 1 year	1
None	0
<b>Bonus points:</b>	
At least 1 year of directly related experience in Canada	10
<b>Maximum Score Available</b>	<b>25</b>



## 2) highest level of education

Points for education will only be awarded for your highest level of education indicated in the registration. For example, if you have a bachelor's and a master's degree, you will only be awarded points for your master's degree.

You must have successfully completed your education in order to claim these points. Partial completion will not be recognized.

The duration of study must exceed 6 months. This six month requirement is separate from category-specific requirements.

You will receive bonus points if:

- the highest level of education indicated in the registration is completed at a post-secondary institution within B.C.
  - **please note that language training (e.g. an English as a Second Language or ESL program, for example) does not qualify for bonus points**
  - your education is not eligible for bonus points if it is a distance education learning program

**OR**

- the highest level of education indicated in the registration is completed at a post-secondary institution within Canada, outside of B.C.
  - **please note that language training (e.g. an English as a Second Language or ESL program, for example) does not qualify for bonus points**
  - your education is not eligible for bonus points if it is a distance education learning program

**OR**

- you completed an educational credential assessment through [the identified qualified suppliers](#)
  - If you choose to complete an education credential assessment, your education points will be assessed on the credential awarded to you from the granting country.
  - For example:
    - you have a master's degree from outside of Canada but the educational credential assessment determines the degree as equivalent to a bachelor's degree in Canada. You should enter your education as a master's degree and also claim bonus points for the educational credential assessment.

**OR**

- you successfully completed the [Industry Training Authority's challenge certification process for your trades training and education completed abroad](#).
  - In order to receive points for the trades certification, you must meet all required certification, licensing or regulatory requirements set by ITABC and the mandated regulatory body, if applicable, when you register.
  - Should you be invited to apply, you will need to demonstrate that this requirement was met at the time of registration.

Evidence to support your education will be required at the time of application.

<b>Education</b>	<b>Points</b>
Doctoral or Master's degree	17
Post Graduate Certificate or Diploma	11
Bachelor's degree	11
Trades certification	11
Associate Degree	4
Non-trades certification or Diploma	2
High School	0
<b>Bonus points:</b>	
Post-secondary education completed in B.C	8
Post-secondary education completed in Canada (outside of B.C.)	6
Education Credential Assessment from a qualified supplier	4
Successfully completed the <a href="#">Industry Training Authority's challenge certification process</a>	4
<b>Maximum Score Available</b>	<b>25</b>

### 3) language

This factor recognizes the relationship between English or French language ability and successful economic establishment and integration in B.C.

While language test results may not be mandatory for the category under which you are registering, completing an eligible language proficiency test may impact your registration score. You must submit valid language test results if you would like to claim points for your language level in your registration.

You will receive points if you have completed a language test from a designated testing agency. Points are awarded according to the lowest Canadian Language Benchmark (CLB) score obtained in each of the four competencies: listening, speaking, reading and writing.

Acceptable language tests include:

- the [International English Language Testing System \(IELTS\) General Training](#)
- the [Canadian English Language Proficiency Index Program \(CELP-IP-General\)](#)
- the [Test d'évaluation de français \(TEF\)](#)

Test results are valid for the two years from the date of issuance. Test results must be valid at the time of registration AND application.

Canadian Language Benchmark Level	Points
10+	30
9	26
8	22
7	18
6	14
5	10
4	6
Below 4	0
No test	0
<b>Maximum Score Available</b>	<b>30</b>

## Invitations to Apply

### Ranking

Your registration is considered successfully submitted once you receive a confirmation of registration email that includes your BC PNP registration number. If you do not receive this email within 24 hours, please refer to the [BC PNP Skills Immigration and Express Entry BC Technical Guide](#) for further instructions.

Once submitted, your registration is entered in the selection pool and will be ranked alongside other registrants in the category that you have chosen.

Periodically, the BC PNP will invite the highest-scoring registrants from each of the categories in the Skills Immigration Registration System to apply.

### Guaranteed Invitations

If you achieve or exceed the following registration scores, you will receive an invitation to apply in the next draw for your category.

Invitations to apply may be issued for scores lower than these minimums. The minimum scores and dates for each draw will be posted on the [BC PNP website](#).

The frequency of invitations is based on annual nomination allocations and program capacity to ensure timely processing of applications. Guaranteed invitation scores are subject to change.

Category	Registration Score
Skills Immigration – Skilled Worker	135
Skills Immigration – International Graduate	105
Skills Immigration – Entry Level Semi Skilled	95
Express Entry BC – Skilled Worker	135
Express Entry BC – International Graduate	105

### Invitations to Apply

Periodically, the BC PNP will invite candidates from the selection pool for each category to apply. The number and frequency of invitations to apply is based on annual nomination allocations and the BC PNP's processing capacity.

Registrants who are invited to apply will have up to 30 calendar days from the date of invitation to submit a complete application via the BC PNP Online system.

If you are invited to apply, your registration will be removed from the selection pool.

If you are invited to apply but do not submit a complete application within 30 days, your registration will be removed from the selection pool and your registration and invitation will be cancelled. Your profile will remain. You may submit a new registration at any time.

An invitation to apply does not guarantee that your application will be approved for nomination.

If you receive an invitation to apply, and you submit an application, your application may be refused if:

- you do not meet the relevant program or category requirements outlined in this guide
- your registration information has changed such that your total registration score has decreased below the minimum draw score at the time you were invited to apply

If your **application** information differs from your **registration** information, resulting in a decrease in your total registration score, **and** your revised registration score is below the minimum draw score at the time you were invited to apply, you should withdraw your registration and submit a new registration with correct information. This is done using your existing profile. Should you proceed with submitting an application, your application will be refused.

If your **application** information differs from your **registration** information, and the differences **would not** decrease your total registration score below the minimum draw score at the time you were invited to apply, or would result in an increase in your total registration score, you may choose to keep your original registration and proceed with submitting an application.

Please note that the information in your registration was locked when you submitted your registration. The BC PNP will not make corrections to the information in your registration, and will not change the category under which you registered. Should you proceed with an application and not meet the requirements of the category under which you registered, your application will be refused.

Application fees will only be refunded if you withdraw your application before the BC PNP begins to assess it. You may contact the BC PNP at [PNPinfo@gov.bc.ca](mailto:PNPinfo@gov.bc.ca) to withdraw your application and find out if you are eligible for a refund. Please provide your full name, your date of birth, and your BC PNP application file number in your email.

For more information about what information you will need to complete an application, please see the [BC PNP Skills Immigration and Express Entry BC Technical Guide](#).

### **What if I am not invited to apply?**

A registration in the Skills Immigration Registration System is **not** an application to the Skills Immigration stream and does not guarantee that you will be invited to apply. The BC PNP will only invite the highest-scoring registrants from the selection pool.

If you have not been invited to apply within 12 months of registration, your registration will be automatically removed from the selection pool.

You may wish to improve your score and register again. For example, you may try to improve your language score or obtain a higher level of education. You must meet the minimum program and category requirements and there is no guarantee that you will be issued an invitation to apply.

## Draws

For information about invitations to apply including date, the number of invitations issued, and minimum ranking scores, please refer to the [Invitations to Apply page of our website](#).

## Application and Nomination Decision

If you are invited to apply, you will have up to 30 calendar days from the date of invitation to submit a complete application via the BC PNP Online system. Once you have submitted your complete application online and paid the \$550 application fee, the BC PNP will assess your application according to program and category-specific criteria.

Please note that the age(s) of your dependent children, if any, are locked in for the purpose of federal immigration requirements at the time of application to the BC PNP. For more information on federal requirements regarding the age of dependent children, please see [IRCC's website](#).

If your application is approved, you will receive a nomination to apply to IRCC for permanent residence.

If you are nominated for permanent residence by the BC PNP, you have six months from the date on your confirmation of nomination to apply to IRCC for a permanent resident visa. IRCC will assess your application and has the final authority to determine whether you will be granted a permanent resident visa.

If nominated, you may be eligible to receive a work permit support letter so you can apply to IRCC to obtain or renew a work permit to start or continue working in B.C. for your employer while you await the decision on your permanent residence application.

If IRCC approves your permanent residence application, you will be issued a permanent resident visa which will enable you to become a permanent resident of Canada.

Once IRCC has concluded your application for permanent residence and you have become a permanent resident, or once your application for permanent residence has been refused by IRCC, your BC PNP file will be considered closed and no additional BC PNP support will be provided.

## Request for Review

The purpose of a review is to determine whether the original decision was based on a fair process, and was within the range of decisions that could be reasonably supported by the evidence before the decision maker on the basis of the program criteria at the time of the decision.

A review is not a chance to submit new evidence or re-argue the evidence submitted in your application. Being unsatisfied with the final decision or a component of the decision is not sufficient grounds to vary or reverse a decision.

A complete request for review package must be submitted within 30 calendar days of the date provided on the decision notice if the person is a resident in Canada, or 60 calendar days of the date of the decision notice if the person is not a resident in Canada. For the purposes of a review, residence in Canada is determined by the applicant's residential address indicated on the request for review form.

Important information for those who choose to submit a request for review:

- only the applicant named on the decision notice may request a review
- applicants may only submit a request to review decisions issued by the BC PNP. The review process is limited to the following types of BC PNP decisions:
  - Skills Immigration nomination refusals
  - Skills Immigration nomination withdrawals
  - Entrepreneur Immigration registration disqualifications
  - Entrepreneur Immigration - stage 1 - application refusals
  - Entrepreneur Immigration - stage 2 - nomination refusals
  - Entrepreneur Immigration nomination withdrawals
- the residential address provided in Section A of the request for review form must be the applicant's current residential address. Forms that list the authorized representative's address will be considered incomplete and will not be processed
- The BC PNP will only vary or reverse a decision on review where the applicant demonstrates that the decision was unreasonable or procedurally unfair
- the review will be conducted on the basis of the program criteria and the evidence before the original decision maker
- all BC PNP reviews are final. Subsequent requests for review, or requests for review submitted outside of the applicable 30 or 60 day periods, will not be accepted
- submit your request by e-mail with the subject line: Request for Review
- you will receive an e-mail confirming if your request has been received
- if your request is missing required documents or is otherwise incomplete, you will receive an e-mail indicating that your request is missing information and has not been accepted. Complete requests must be submitted within the applicable 30 or 60 day periods

The request for review form can be [found here](#).

## Withdrawing Your Application

You may contact the BC PNP at [PNPinfo@gov.bc.ca](mailto:PNPinfo@gov.bc.ca) to withdraw your application and find out if you are eligible for a refund. Please provide your full name, your date of birth, and your BC PNP application file number in your email.

Application fees will only be refunded if you withdraw your application before the BC PNP begins to assess it.

## Withdrawal of Your Nomination

At any time throughout the process, the BC PNP may withdraw or revoke your nomination if you do not continue to meet the requirements under which you were nominated.

Some reasons why we may withdraw a nomination include (but are not limited to):

- the information provided in your application to the BC PNP was false or misleading
- the terms under which you were nominated are no longer being met. For example, if your income was reduced and you no longer meet the income threshold, or if your hours of work have been reduced to casual or part-time employment
- you leave your current job in B.C. or change employers
- you do not notify the BC PNP of changes in your employment status – such as whether you have been promoted, terminated, laid off, on extended leave, or if the business has closed or changed ownership
- you are no longer residing in B.C.

## Work Permit Support After Nomination

Work permit support letters, which are issued by the BC PNP to support a work permit application, are only issued if you have been approved as a nominee.

You must have a valid work permit to work in B.C. IRCC and the Canadian Border Services Agency (CBSA) are responsible for issuing work permits. **A BC PNP nomination by itself does not authorize you to work in B.C.**

If you do not have a work permit, or your work permit has expired (or is about to expire), and you intend to work or continue working in B.C. while awaiting processing of your permanent residence application, you are responsible to apply for a work permit from IRCC. You must maintain legal immigration status while in Canada.

The BC PNP may only accept requests for work permit support letters to provincial nominees if ALL of the following are met:

- you have been nominated by the BC PNP
- you have submitted your application for permanent residence to IRCC before the nomination expiry date
- you continue to meet the conditions of nomination
- your current work permit expires within 120 days



The BC PNP cannot apply for a work permit on your behalf. You must apply to IRCC for your own work permit and include the BC PNP work permit support letter with your work permit application.

Current [IRCC processing times are found here](#).

To obtain a work permit support letter, please submit your request to [PNPInfo@gov.bc.ca](mailto:PNPInfo@gov.bc.ca) with the subject line: **Work Permit Support Letter Request**.

Your email request should include:

- your full name
- your date of birth (DD/MMM/YYYY) e.g. 01 JAN 1981
- your provincial nominee file number
- a scanned copy of your pay stubs for the last two pay periods
- a scanned copy of your current work permit
- evidence that you have submitted your application for permanent residence to IRCC within the six-month period after you have been nominated

In circumstances where your work permit is nearing its expiry date, and where your application for nomination is approved, a work permit support letter may be included in the nomination package.