



BRITISH COLUMBIA
PROVINCIAL NOMINEE PROGRAM

SKILLS IMMIGRATION
AND
EXPRESS ENTRY BC

**ADDENDUM TO THE PROGRAM
GUIDE: CHANGES DUE TO COVID-19
CHANGES TO EMPLOYMENT STATUS**

This Addendum is effective May 12, 2020 as a supplement to the [BC PNP Skills Immigration and Express Entry BC Program Guide](#) and will be in place until further notice. Where there is a discrepancy between the Addendum and the BC PNP Skills Immigration and Express Entry BC Program Guide, the Addendum will be the official policy. This Addendum applies until further notice from the BC PNP and changes may be made without notice.

This Addendum outlines how the BC PNP will consider changes in employment status at each stage of the process: **Registrants**, **Invitees**, **Applicants** and **Nominees**. It also outlines how applications may be placed on hold to suspend processing for up to 16 weeks. These measures are not applicable to terminations for cause and resignations.

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Changes to Employment Status

Material Changes in Employment

Material changes in employment status may include:

- Lay-offs
- Terminations without cause
- Recall to the same position/same employer
- New job offer with a new employer
- Reduced hours of work to less than full-time (less than 30 hours per week)
- Reduction in salary that would result in failing to meet minimum/prevailing wage for the occupation
- Reduction in income that would result in failing to meet the minimum income threshold

Recruitment

Where applicants have obtained a new job offer with a new employer, at any stage of the BC PNP process, and this change is allowed as part of the assessment, the new employer will be required to demonstrate that genuine and bona fide efforts were made to recruit from the local labour market, and that hiring the applicant will not adversely affect employment or development opportunities for Canadian citizens and/or permanent residents.

General

It is your responsibility as a registrant or applicant to demonstrate that you meet the program requirements as outlined in the Program Guide.

You must meet program requirements at the time of registration and at the time of application.

Acceptance of federal or provincial financial support during COVID-19 will not affect your eligibility for nomination. However, as an applicant or nominee, you are expected to meet or continue to meet the program criteria or conditions of nomination, including demonstrating your intent to reside and ability to economically establish in B.C. in order for the BC PNP to nominate you or continue to support your nomination.

If you are not working at your usual place of work, for example if you are working from home, due to government social distancing directives, you may be eligible for nomination if you meet all other criteria.

If you are working from a location outside B.C., your work arrangement is not eligible for the program.

Documents

Before you register, we expect that you have gathered all the required documents, including language test results, education credential assessment and diplomas. However, if you cannot provide documents from third parties due to COVID-19, you must respond by the deadline stated (i.e. to meet an application deadline or a deadline to respond to an information request, etc.) with the following:

- a written explanation as to why you can't obtain the document(s), and
- evidence that you have requested the document(s) from the individual or organization who will issue them or evidence the issuing body is not issuing documents due to COVID-19

The BC PNP will follow up with you during the assessment. You should submit any missing documents to the BC PNP as soon as you receive them.

The following includes conditions where we may put an application on hold. You can request that your application be put on hold. We will consider your request when the conditions allow as outlined below.

Registrants

You are expected to meet all criteria at the time of registration and at the time of application. If you experience any change in your employment that would result in you no longer meeting program criteria, you are expected to withdraw your registration and remove yourself from the registration pool. You can re-register when your employment meets all criteria. See [Part 5: Process section of the Program Guide](#).

Please see our website for more information about [special measures implemented due to COVID-19](#).

Invitees

If you receive an Invitation to Apply (ITA) and on the date you receive the ITA or the date you submit your application, you are not working for the **same employer** in the **same position** as you were when you registered, you should not submit an application. You can re-register once your employment again meets all criteria. There is no guarantee that a new ITA will be issued given that criteria and timing of ITA draws are subject to change.

If you have experienced a material change in employment before the date you received the ITA, even if you are working with the **same employer** in the **same position**, you should not submit an application. If you choose to proceed to submit an application, the application will be assessed and refused. The application cannot be put on hold. If you withdraw the application after the BC PNP has begun assessment, we will not refund the fee.

If you have experienced a material change in employment on or after the date that you received the ITA, you can still submit your application by the deadline as long as you continue to work with the **same employer** in the **same position** as you were in when you registered. When assessed, you will still need to meet all program criteria to be nominated.

Applicants

CAUTION: Changes to employment may have an impact on [work permits which are the responsibility of the federal government](#). You are responsible for [contacting IRCC](#) to find out how the change in employment may impact your work permit.

Material Changes in Employment & Placing Applications on Hold or Withdrawing the Application

If you experience a material change to your employment, you must notify the BC PNP immediately.

If you experience a material change in employment after applying, you may request to place your application on hold for up to 16 weeks from the date of the material change to allow you time for your employment situation to meet program criteria.

Similarly, if you experience a material change in your employment after the date of the invitation to apply, but before application, you may apply and then request to place your application on hold for up to 16 weeks from the date of the material change, provided the change in employment is with the same employer and the same position and provided you submit your application by the deadline. If you do not meet the program criteria at the end of the hold period, you should withdraw your application. If you do not withdraw your application and the BC PNP has begun assessing your application, no refund will be issued.

If you experienced a material change in employment before the date of invitation and you did not decline the invitation, your application will be refused following assessment. Your application will not be placed on hold.

If you have resigned from your employment or have been terminated for cause, you no longer meet criteria and your application will be assessed and refused. Your application will not be placed on hold.

You may request to withdraw your application at any time. A refund will only be provided if the assessment has not begun.

Re-employment: Recalled to the same position and same employer

If you were laid off and recalled to **the same position and same employer** within 16 weeks of the date of being laid-off, your application will be assessed against program criteria.

Re-employment: New job offer with a new employer

If you have obtained a new job offer with a new employer, your new employer will be required to 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 Canadian citizens and/or permanent residents.

The BC PNP will require your new employer to provide evidence of this genuine and bona fide effort to recruit from the domestic labour market. See [Part 4: Employer Requirements section of the Program Guide](#).

No employment after 16 weeks

If you were laid off/terminated and were **not** recalled/have **not** obtained a new job offer within 16 weeks of the material change, and you had requested that your application be put on hold, you may withdraw your application at the end of the hold period. If you do not withdraw your application, it will be taken off hold, will be assessed against program criteria and a decision will be made based on the information provided.

Entry Level and Semi-Skilled (ELSS)

ELSS Category Requirement of 9 Months of Full-Time Employment

All of the above applies to ELSS. In addition:

ELSS Registrants:

If you are laid-off, you may count employment before and after your layoff as continuous towards 9 months, so long as the layoff does not exceed 16 weeks and is with the same employer and in an ELSS-eligible position.

ELSS Invitees:

If you are laid-off at the time you receive an ITA, you must decline the ITA. You will be removed from the registration pool, but you can re-register once you regain employment and meet all criteria.

When you apply, we will accept employment before and after your layoff as continuous toward the 9-month employment requirement, so long as the layoff does not exceed 16 weeks and is with the same employer and in an ELSS-eligible position.

ELSS Applicants:

If you have met the 9-month requirement at the time of registration and application but you have subsequently been laid off before the application has been finalized, you can request for your application to be placed on hold for up to 16 weeks.

You may count employment before and after your layoff as continuous towards the 9-month requirement, so long as the layoff does not exceed 16 weeks and is with the same employer and in an ELSS-eligible position.

If you have resigned (voluntarily leave your job) or were terminated with cause, your previous work will not be counted towards the 9-month requirement, even if you were re-hired by your previous employer.

If you have received a new job offer from a new employer, you will need to complete the 9 months of full-time, continuous employment again before re-registering under the ELSS category.

If you resign or were terminated, you can request to withdraw your application. You will only receive a refund if processing of your application has not begun.

International Graduate (IG)

IG Category Requirement of 3 Years from Completion of Studies for Eligibility to Apply to the IG Categories

All of the above (excepting ELSS provisions) applies to International Graduates. In addition:

IG: Registrants

In order to make updates to your registration, you are required to withdraw your registration and submit a new one. The BC PNP registration system does not allow you to make updates to an existing registration. This has an impact on your registration under the IG category as you are required to register within 3 years of completing an eligible program of study.

If you withdraw your registration or do not accept an invitation to apply because you experienced a material change to your employment, we will accept your new registration and application under the IG category as long as your original registration was submitted within the 3-year timeline to apply.

IG: Invitees

If you decline an ITA because of a material change to your employment, you are required to withdraw your registration and submit a new one. We will accept your registration and application under the IG category as long as your original registration was submitted within the 3-year timeline to apply.

The provision for the International Graduate category will be in place until this Addendum is removed or updated.

Nominees

You and your employer are required to let us know of any changes to your employment. You can follow the instructions in the [Skills Immigration and Express Entry BC Post-Nomination Guide](#) regarding how to notify us of these changes.

Continued Support for Nomination

Until further notice, acceptance of federal or provincial financial support during COVID-19 will not affect your nomination. However, nominees are expected to continue to meet the conditions of nomination, including demonstrating your intent to reside and ability to economically establish in B.C. in order for the BC PNP to continue to support your nomination.

We are working with Immigration, Refugees and Citizenship Canada (IRCC) on the impact of COVID-19 on the permanent residence process.

Withdrawal of Nomination

If you or your employer has not informed the BC PNP of changes to your employment, or where we have identified program integrity concerns, we will request additional information/documents in order to determine whether the BC PNP will continue support your nomination.