



# BRITISH COLUMBIA PROVINCIAL NOMINEE PROGRAM

SKILLS IMMIGRATION  
AND  
EXPRESS ENTRY BC

**PROGRAM GUIDE**

*In the event of a discrepancy between the BC PNP website and the BC PNP program guides, the information in the program guides shall be considered correct. Please check our website regularly to ensure you are using the most up-to-date version of the applicable 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.

### November 7, 2018

- 1) Minor edits throughout for formatting and grammatical consistency and accuracy, for hyperlink accuracy, and for alignment with the BCPNP Online application system
- 2) Pages 10, 33: added wording regarding eligibility of offered employment
- 3) Pages 10, 37, 51, 78: Clarified wording regarding spouse or common-law partner
- 4) Page 27: Added wording regarding eligibility of B.C. work experience
- 5) Page 28: Added wording regarding job offer NOC level
- 6) Page 30: Clarified wording regarding long-haul driver's licence requirement
- 7) Page 61: Updates to the skill level of the B.C. job offer section to reflect the 2018 Labour Market Outlook
- 8) Page 78: Added wording regarding other conditions

## Definitions

“**Act**” means the [Provincial Immigration Programs Act](#).

“**Director**” means the Director of Provincial Immigration Programs, or persons acting for the Director.

“**Distance education**” means a program of study in which the majority of the credits earned by the student toward the completion of a program of study were earned by completing online courses.

“**Paid representative**” means:

- a. A lawyer who is a member in good standing of the Law Society of BC or any other Canadian Law Society, the Nova Scotia Barristers’ Society, or the *Chambre des notaires du Quebec*; or,
- b. An immigration consultant who is a full member in good standing of the Immigration Consultants of Canada Regulatory Council.

“**Regulation**” means the [Provincial Immigration Programs Regulation](#).

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

### Skills Immigration and Express Entry BC Streams

The BC PNP is administered in partnership with the federal government in accordance with the 2015 *Canada-British Columbia Immigration Agreement (CBCIA)*. The Government of Canada allocates a limited number of nominations each year to British Columbia.

The [Provincial Immigration Programs Act \(Act\)](#) and the [Provincial Immigration Programs Regulation \(Regulation\)](#) governs provincial administration of the BC PNP.

The 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 – Healthcare 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 – Healthcare 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 [BCPNP 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 paid or unpaid 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 is submitted using the services of a representative.

Some people choose to use a representative to provide immigration advice or to assist with the process. You must disclose if you have received assistance in preparing your application from a person who is compensated or receives a benefit as a result of such assistance. Failure to declare such assistance may result in the refusal of the application. If you pay someone to act as your representative, they must meet the requirements for authorized representatives stated below. A representative is authorized to act on your behalf with the BC PNP.

### Paid Representatives

The Act and Regulation restricts paid representation to groups defined by section 91(2) of the *Immigration and Refugee Protection Act*:

- 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 Canadian Law Society, the Nova Scotia Barristers' Society, or the *Chambre des notaires du Quebec*.

In selecting a paid representative, it is highly recommended applicants confirm that their potential representative is in good standing with their professional organization.

### Unpaid Representatives

You may use the services of an unpaid representative to act on your behalf. Unpaid representatives may include persons authorized under the Act and Regulation (see above), family members, friends, and members of a non-governmental or religious organization.

The BC PNP only considers representatives as unpaid if they **do not charge fees or receive any other compensation or benefit** for providing immigration advice or related services. If your unpaid representative is found by the Province to have charged fees for, or otherwise benefited from, acting as your Representative, the Province will revoke such person's eligibility to serve as your Representative and may decline/cancel your application/approval to the BC PNP.

### Changing Representatives

If you change representatives or decide to no longer be represented, you must provide notification to the BC PNP. Failure to declare a change in representative may result in the refusal of your application.

The BC PNP will communicate with the representative indicated in your profile. If you decide to change or remove your authorized representative, you must update this information in the *My*

*Representative* tab in [BCPNP Online](#). You are responsible for ensuring your profile is updated to reflect changes in representatives.

You may only have one 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 in [BCPNP Online](#) and submit another use of a representative form allowing your new representative to represent you and allow the BC PNP to disclose information to them.

Filing a new use of a representative form will automatically cancel any previously appointed representative.

### Use of a Representative Form

If you are using a representative or if you change your representative, you must submit the following disclosure consent form:

- [Use of a representative form - applicant](#)

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

- [Use of a representative form - employer](#)

### 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 to represent you and act on your behalf with the BC PNP. This may include representation throughout the registration, application, assessment and post-nomination processes, as well as communication with program staff as required, including disclosure of personal or confidential information to your representative.

**The legal declaration in the online registration or application is your legal signature. If your representative enters the registration or application on your behalf, you should review the information provided as you will be legally responsible for the accuracy of the form contents.**

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.

### 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 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 – Healthcare Professional - physicians, registered nurses and other allied 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 doctorate 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.

You are responsible for maintaining copies of all documentation provided to the BC PNP for your records and for referencing purposes.

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 B.C. employer has offered, and you have accepted, indeterminate\*, full-time employment in an eligible occupation located in B.C. (Exception: Skills Immigration - International Post-Graduate and EEBC - International Post-Graduate). Positions that require the employee to spend the majority of time outside of B.C. do not qualify.

\*Please see Appendix 1: BC PNP Tech Pilot for the “indeterminate job offer” [exception for eligible tech occupations](#).

- 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.
- To meet program criteria, if you are registering and/or applying with a job offer for an occupation classified under NOC Skill Levels B, C, or D, you must demonstrate English or French language proficiency at [Canadian Language Benchmark](#) (CLB) level 4 in each of the four competencies: listening, speaking, reading and writing.
- If the position offered to you is classified under NOC Skill Type 0 or Skill Level A, you are not required to submit valid language test results at the time of registration unless you are claiming points for language. However, at its discretion, the BC PNP may require valid language test results during application assessment to determine whether you have the language proficiency to perform the duties of the position.
- If you are claiming points for language under the registration system, you must provide the BC PNP with a copy of your language test results at the time of application, regardless of the NOC skill level of your B.C. job offer.
- You must demonstrate that you meet minimum income requirements. For more information, please see the [minimum income requirements section](#).
- In the five years preceding your application, and throughout the BC PNP application process, you and your spouse or common-law partner must not have held a combined ownership/equity stake of more than 10 per cent 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 British Columbians.
- If invited to apply, you must submit the \$700 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 in writing by sending an email to [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. Withdrawal requests submitted in-person or through voicemail will not be accepted.
- For the purposes of assessing your work experience in Canada, the BC PNP will only consider work experience that was obtained while you were legally authorized to work. You must also meet other category-specific work experience requirements.
- The BC PNP will **not** nominate you if you:
  - are prohibited from entering Canada
  - 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
- You must inform the BC PNP if there is a change in your circumstances. These may include, but are not limited to, the following:
  - change of employer
  - change of job title and duties
  - decrease in salary
  - change in number of dependants
  - change in immigration status
- An individual can only have one active BC PNP registration and/or application at a time.

## Minimum Income Requirements - Skills Immigration

To be eligible for the BC PNP's Skills Immigration streams, except for the International Post-Graduate stream, you must meet minimum income requirements 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 **plus**
- if applicable, your spouse or common-law partner's regular gross annual wage in B.C. Your spouse or common-law partner must have a valid work permit or valid employment authorization

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 for the purposes of determining your family income, your annual wage is calculated using the number of hours worked in a week to a maximum of 40 hours/week x 52 weeks per year. For long-haul truck drivers, your annual wage is calculated using the number of hours worked in a week to a maximum of 60 hours/week x 52 weeks.

- For the purpose of calculating family size, dependants who are Canadian citizens or permanent residents are not included in the calculation.

The onus is on your employer to demonstrate that the offered wage is genuine and bona fide. Applications will not be approved where the BC PNP believes 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 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 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 or valid employment authorization, and is currently employed in B.C. The table below includes the size of your family unit

(your spouse or common-law partner and dependent children, 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	\$22,804	\$19,006
2	\$28,390	\$23,659
3	\$34,902	\$29,087
4	\$42,376	\$35,316
5	\$48,062	\$40,054
6	\$54,205	\$45,175
7 or more	\$60,350	\$50,296

The income thresholds in this table represent 90% of an amount calculated from the appropriate 2017 Low-Income Cut-Off (LICO) figures set by Statistics Canada.

This table is 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.

To meet program criteria, if you are registering and/or applying with a job offer for an occupation classified under NOC Skill Levels B, C, or D, 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](#) (CLB) in all four competencies: listening, speaking, reading and writing.

If the occupation offered to you is classified under NOC Skill Type 0 or Skill Level A, you are not required to submit valid language test results at the time of registration unless you are claiming points for language. However, at its discretion, the BC PNP may require valid language test results during application assessment to determine whether you have the language proficiency to perform the duties of the position.

If you are claiming points for language under the registration system, you must provide the BC PNP with a copy of your language test results at the time of application, regardless of the NOC skill level of your B.C. job offer.

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 \(CELP-IP-General\)](#)
- 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 (if required to meet category requirements) AND application.

The following table shows the minimum scores required in each of the designated tests to meet CLB 4:

Minimum Language Test Scores Required				
	Listening	Reading	Writing	Speaking
IELTS	4.5	3.5	4.0	4.0
CELP-IP	4	4	4	4
TEF	145	121	181	181

## Skills Immigration - Skilled Worker

### Eligibility Requirements

Please note that your application will not be approved if you are in Canada and do not have valid immigration status, or if you are working without authorization.

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 Type 0, Skill level 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](#).

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.

If the offered position requires mandatory certification, licensing or registration, you must provide documentation at the time of application to the BC PNP, showing that you meet these requirements, or how these requirements will shortly be met.

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

- the paid co-op work term is full-time (minimum 30 hours per week)  
**and**
- the paid co-op experience is 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 is not considered as directly related.

Unpaid co-op work terms are not eligible.

This experience may be from work performed 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 an employee, or owner, of the company who is 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](#).

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.

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 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 [employer requirements](#).

\*Please see Appendix 1: BC PNP Tech Pilot for the “indeterminate job offer” [exception for eligible tech occupations](#).

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

You must demonstrate that you meet minimum income requirements 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](#) (CLB) in all four competencies: listening, speaking, reading, and writing.

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

If the occupation offered to you is classified under NOC Skill Type 0 or Skill Level A, you are not required to submit valid language test results at the time of registration unless you are claiming points for language. However, at its discretion, the BC PNP may require valid language test results during application assessment to determine whether you have the language proficiency to perform the duties of the position.

If you are claiming points for language under the registration system, you must provide the BC PNP with a copy of your language test results at the time of application, regardless of the NOC Skill Level of your B.C. job offer.

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.**

For information on what documents are required at the time of application, please see the [BC PNP Skills Immigration and Express Entry BC Technical Guide](#).

## Skills Immigration - Healthcare 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, or if you are a midwife, you may be eligible to apply to the BC PNP under the Skills Immigration – Healthcare Professional category.

Please note that your application will not be approved if you are in Canada and do not have valid immigration status, or if you are working without authorization.

### 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 care 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 – Healthcare 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**

If the offered position requires mandatory certification, licensing or registration you must provide documentation at the time of application to the BC PNP, showing that you meet these requirements, or how these requirements will shortly be met.

This experience may be from work performed within Canada or abroad.

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

The letter must be:

- signed and dated by an employee, or owner, of the company who is 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](#).

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.

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 criterion 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 [employer requirements](#).

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

You must demonstrate that you meet minimum income requirements 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](#) (CLB) in all four competencies: listening, speaking, reading and writing.

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

If the occupation offered to you is classified under [National Occupational Classification \(NOC\)](#) Skill Type 0 or Skill Level A, you are not required to submit valid language test results at the time of application. However, at its discretion, the BC PNP may require valid language test results during application assessment to determine whether you have the language proficiency to perform the duties of the position.

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.

For information on what documents are required at the time of application, please see the [BC PNP Skills Immigration and Express Entry BC Technical Guide](#).

## Skills Immigration - International Graduate

If you are an international student who has graduated from a Canadian university or college in the past three years, you may be eligible for the BC PNP.

Please note that your application will not be approved if you are in Canada and do not have valid immigration status, or if you are working without authorization.

### 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 **three years** of the date shown on your official transcript indicating that you have completed all requirements of the degree or diploma program.

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

### Degrees

Your undergraduate or graduate degree must be from a Canadian post-secondary institution authorized to grant degrees.

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, Skills & Training](#) 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 program must have been at least 8 months (two semesters) of full-time equivalent coursework (excluding co-op work terms, practicums and internships). Co-op work terms, practicums and internships may be completed, provided the 8-month requirement of coursework has been met.

You may be requested to provide a letter from your educational institution that confirms your program meets this requirement.

Full-time equivalent study is defined by the post-secondary institution which issued the credential.

See the [Ministry of Advanced Education, Skills & Training](#) website 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 onus is on your employer to demonstrate that the job offer is bona fide.

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

Supervisor or management positions are normally only obtained through progressively increasing experience or responsibilities. If you have been offered a supervisor or management position, the onus is on you and your employer to demonstrate that you have obtained experience that qualifies you for the position. You must clearly demonstrate this experience in your resume.

If you are unable to demonstrate that you have obtained progressively increasing experience or responsibilities, or if your employer cannot demonstrate that the job offer is bona fide, your application may be refused.

If the offered position requires mandatory certification, licensing or registration, you must provide documentation at the time of application to the BC PNP, showing that you meet these requirements, or how these requirements will shortly be met.

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

The letter must be:

- signed and dated by an employee, or owner, of the company who is 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](#).

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.

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 [employer requirements](#).

\*Please see Appendix 1: BC PNP Tech Pilot for the “indeterminate job offer” [exception for eligible tech occupations](#).

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

You must demonstrate that you meet minimum income requirements 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 offered a position 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](#) (CLB) in all four competencies: listening, speaking, reading and writing.

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

If the occupation offered to you is classified under [NOC](#) Skill Type 0 or Skill Level A, you are not required to submit valid language test results at the time of registration unless you are claiming points for language. However, at its discretion, the BC PNP may require valid language test results during application assessment to determine whether you have the language proficiency to perform the duties of the position.

If you are claiming points for language under the registration system, you must provide the BC PNP with a copy of your language test results at the time of application, regardless of the NOC Skill Level of your B.C. job offer.

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.**

For information on what documents are required at the time of application, please see the [BC PNP Skills Immigration and Express Entry BC Technical Guide](#).



## Skills Immigration - International Post-Graduate

If you have recently graduated from a B.C. post-secondary institution with a master's or doctorate 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.

Please note that your application will not be approved if you are in Canada and do not have valid immigration status, or if you are working without authorization. For more information about study permit validity, please refer to [IRCC's website](#).

### 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 three years from an eligible program at a post-secondary institution in B.C.**

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

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

Your graduate degree (master's or doctorate) must be in one of the following programs of study in the natural, applied or health sciences:

- agriculture, agriculture operations and related sciences
- biological and biomedical sciences
- computer and information sciences and support services
- engineering
- engineering technology and engineering-related fields
- health professions and related programs
- mathematics and statistics
- natural resources conservation
- physical sciences

IMPORTANT: Please refer to the [BC PNP IPG & EEBC IPG Eligible Programs of Study](#) document for more information on eligible programs of study.

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

- 2) ability and intent to live and work in B.C.**

Evidence of this 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

- current employment in B.C.
- employment search details (prospective employers, applications, networking efforts, business development, etc.)
- community involvement
- ability to financially support yourself in B.C.
- your plan to obtain or maintain legal authorization to work in B.C.

The BC PNP generally requires that applicants in this category will reside in B.C. after graduating from an eligible program of study. Failure to demonstrate that you will reside in B.C. following your nomination may result in a refusal of your application. In compelling extenuating circumstances, the BC PNP may provide an exception from this policy for a limited time.

If you are not currently residing in B.C., you must indicate the date by which you will reside permanently in B.C.

Failure to submit evidence of your ability and intent to permanently reside in B.C. may result in the refusal of your application.

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

For information on what documents are required at the time of application, please see the [BC PNP Skills Immigration and Express Entry BC Technical Guide](#).

## Skills Immigration - Entry Level and Semi-Skilled (ELSS) - 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](#).

Please note that your application will not be approved if you are in Canada and do not have valid immigration status, or if you are working without authorization.

### 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 be employed and working full-time (at least an average of 30 hours a week, year round) with the B.C. employer supporting your BC PNP application in any ELSS-eligible occupation for at least **nine consecutive months** immediately prior to registering to the BC PNP.

The BC PNP may allow for changes in your employment from one ELSS-eligible occupation to a different ELSS-eligible occupation with the **same employer**. If you need to make changes to the job offer information that you have entered in your registration, you will need to withdraw your registration and submit a new registration with the updated information. This will be done using your existing BCPNP Online profile.

Further, the BC PNP may allow for promotions within the ELSS category from an ELSS-eligible occupation to a NOC Skill Level B occupation with the same employer if you already qualify for and have registered with the BC PNP under the ELSS category. However, we require that you meet all ELSS requirements before the promotion. For example, the BC PNP will not approve your ELSS application if you have only worked for three months in the ELSS eligible position prior to being promoted to a NOC B occupation. You must also meet all qualifications for the new position as defined in the [National Occupational Classification](#).

Annual vacation leave will generally count toward meeting this nine consecutive month employment requirement. For example, if you worked for nine months for the supporting employer, and during that nine month period you took a two week vacation, you would still meet the nine month employment requirement.

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 towards your work experience.

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:

- 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**
- 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.

In addition to the 9 months of full-time employment requirement, long-haul truck drivers must also 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, in an eligible NOC C or D occupation, 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 an employee, or owner, of the company who is 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](#).

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.

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 [employer requirements](#).

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

You must demonstrate that you meet minimum income requirements 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 at least nine consecutive months prior to submitting a registration and/or application. The BC PNP may also request additional documentation for the full duration of employment with the supporting employer.

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.

If the offered position requires mandatory certification, licensing or registration, you must provide documentation at the time of application to the BC PNP, showing that you meet these requirements, or how these requirements will shortly be met.

**Long-haul truck drivers must have:**

- a valid B.C. Class 1 driver's licence for the duration of the nine months full-time work experience
- air brake endorsement
- **and**
- 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](#) (CLB) in all four competencies: listening, speaking, reading and writing.

Test results will be considered valid for 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 in 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 Type 0 or Skill Level A or B, you may be eligible to apply to the BC PNP under the [Skills Immigration Skilled Worker category](#).

For information on what documents are required at the time of application, please see the [BC PNP Skills Immigration and Express Entry BC Technical Guide](#).

## List of ELSS-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 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

Occupations in Food and Beverage Service	
NOC	Occupation
6511	Maitres d'hotel 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.

Cleaners (Employed Directly by Hotels/Resorts)	
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>	
NOC	Occupation
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>	
NOC	Occupation
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 a valid 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 – Healthcare 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. Positions that require the employee to spend the majority of time outside of B.C. do not qualify.

\*Please see Appendix 1: BC PNP Tech Pilot for the “indeterminate job offer” [exception for eligible tech occupations](#).

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 B.C. employer has offered, and you have accepted, indeterminate\*, full-time employment in an eligible occupation located in B.C. (Exception: Skills Immigration - International Post-Graduate and EEBC - International Post-Graduate).

\*Please see Appendix 1: BC PNP Tech Pilot for the “indeterminate job offer” [exception for eligible tech occupations](#).

- 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 \(TEF\)](#).
- If you are claiming points for language under the registration system, you must provide the BC PNP with a copy of your language test results at the time of application, regardless of the NOC Skill Level of your B.C. job offer.
- You must demonstrate that you meet minimum income requirements. For more information, please see the [minimum income requirements section](#).
- In the five years preceding your application, and throughout the BC PNP application process, you and your spouse must not have held a combined ownership/equity stake of more than 10 per cent 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 British Columbians.
- If invited to apply, you must submit the \$700 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 in writing by sending an email to [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 request. Withdrawal requests submitted in-person or through voicemail will not be accepted.
- The BC PNP will **not** nominate someone who:
  - is prohibited from entering Canada
  - 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
- An individual can only have one active BC PNP registration and/or application at a time.

For the purposes of assessing your work experience in Canada, the BC PNP will only consider work experience that was obtained while you were legally authorized to work. You must also meet other category-specific work experience requirements.

Please note that after completing an assessment of your application, the BC PNP may only proceed to nominate you if your Express Entry profile remains valid and visible to the BC PNP. If your Express Entry profile has expired, the BC PNP cannot nominate you.

Additionally, if IRCC issues you an invitation to apply before the BC PNP can nominate you in the Express Entry portal, you will no longer be visible to the BC PNP in the Express Entry portal. In order to proceed with a nomination, you would need to decline the invitation from IRCC and await a nomination from the BC PNP. If you do not decline the invitation from IRCC in Express Entry, your BC PNP application will be closed, and a refund will not be provided.

**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 except for the International Post-Graduate category, you must demonstrate that you meet minimum income requirements 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 **plus**
- if applicable, your spouse or common-law partner's regular gross annual wage in B.C. Your spouse or common-law partner must have a valid work permit or valid employment authorization.

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 for the purposes of determining your family income, your annual wage is calculated using the number of hours worked in a week to a maximum of 40 hours/week x 52 weeks per year.

- For the purpose of calculating family size, dependants who are Canadian citizens or permanent residents are not included in the calculation.

The onus is on your employer to demonstrate that the offered wage is genuine and bona fide. Applications will not be approved where the BC PNP believes 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.

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 or valid employment authorization and is currently employed in B.C. The table below includes the size of your family unit (your spouse or common-law partner and dependent children, 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 or common-law partner 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	\$22,804	\$19,006
2	\$28,390	\$23,659
3	\$34,902	\$29,087
4	\$42,376	\$35,316
5	\$48,062	\$40,054
6	\$54,205	\$45,175
7 or more	\$60,350	\$50,296

The income thresholds in this table represent 90% of an amount calculated from the appropriate 2017 Low-Income Cut-Off (LICO) figures set by Statistics Canada.

This table is 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](#)
- the [Canadian English Language Proficiency Index Program \(CELPIP-General\)](#)
- the [Test d'évaluation de français \(TEF\)](#)

Test results will be considered valid for 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.

Please note that your application will not be approved if you are in Canada and do not have valid immigration status, or if you are working without authorization.

### 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 Type 0 or Skill Level 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](#).

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.

If the offered position requires mandatory certification, licensing or registration, you must provide documentation at the time of application to the BC PNP, showing that you meet these requirements, or how these requirements will shortly be met.

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

- the paid co-op work term is full-time (minimum 30 hours per week)  
**and**
- the paid co-op experience is 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 is not considered as directly related.

Unpaid co-op work terms are not eligible.

This experience may be from work performed within Canada or abroad.

**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 an employee, or owner, of the company who is 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](#).

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.

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 [employer requirements](#).

\*Please see Appendix 1: BC PNP Tech Pilot for the “indeterminate job offer” [exception for eligible tech occupations](#).

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

You must demonstrate that you meet minimum income requirements 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.

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.

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

For information on what documents are required at the time of application, please see the [BC PNP Skills Immigration and Express Entry BC Technical Guide](#).

## Express Entry BC - Healthcare 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, or if you are a midwife, you may be eligible to apply to the BC PNP in the Healthcare Professional category.

Please note that your application will not be approved if you are in Canada and do not have valid immigration status, or if you are working without authorization.

### 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 - Healthcare 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 Healthcare Professional category requirements. Please refer to the [Skills Immigration - Healthcare Professionals section](#) of this Guide for comprehensive information about these requirements.

For information on what documents are required at the time of application, please see the [BC PNP Skills Immigration and Express Entry BC Technical Guide](#).

## Express Entry BC - International Graduate

If you are an international student who has graduated from a Canadian university or college in the past three 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.

\*Please see Appendix 1: BC PNP Tech Pilot for the “indeterminate job offer” [exception for eligible tech occupations](#).

Please note that your application will not be approved if you are in Canada and do not have valid immigration status, or if you are working without authorization.

### 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 **three years** of the date shown on your official transcript indicating that you have completed all requirements of the degree or diploma program.

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

### Degrees

Your undergraduate or graduate degree must be from a Canadian post-secondary institution authorized to grant degrees.

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, Skills & Training](#) website for a list of authorized degree programs offered by B.C. private post-secondary institutions

## **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 program must have been at least 8 months (two semesters) of full-time equivalent course work (excluding co-op work terms, practicums and internships). Co-op work terms, practicums and internships may be completed, provided the 8-month requirement of coursework has been met. You may be requested to provide a letter from your educational institution that confirms your program meets this requirement.

Full-time equivalent study is defined by the post-secondary institution which issued the credential.

See the [Ministry of Advanced Education, Skills & Training](#) website 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 Type 0 or Skill Level A or B in the [National Occupational Classification](#). For more information about the NOC and how it works, [please visit this section](#).

Supervisor or management positions are normally only obtained through progressively increasing experience or responsibilities. If you have been offered a supervisor or management position, the onus is on you and your employer to demonstrate that you have obtained experience that qualifies you for the position. You must clearly demonstrate this experience in your resume. If you are unable to demonstrate that you have obtained progressively increasing experience or responsibilities, or if your employer cannot demonstrate that the job offer is bona fide, your application may be refused.

If the offered position requires mandatory certification, licensing or registration, you must provide documentation at the time of application to the BC PNP, showing that you meet these requirements, or how these requirements will shortly be met.

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

The letter must be:

- signed and dated by an employee, or owner, of the company who is 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](#).

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.

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 [employer requirements](#).

\*Please see Appendix 1: BC PNP Tech Pilot for the "indeterminate job offer" [exception for eligible Tech Occupations](#).

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

You must demonstrate that you meet minimum income requirements 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.

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.

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

For information on what documents are required at the time of application, please see the [BC PNP Skills Immigration and Express Entry BC Technical Guide](#).

## Express Entry BC - International Post-Graduate

If you have recently graduated from a B.C. post-secondary institution with a master's or doctorate 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.

Please note that your application will not be approved if you are in Canada and do not have valid immigration status, or if you are working without authorization.

### 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 three years from an eligible program at a post-secondary institution in B.C.**

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

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

Your graduate degree (master's or doctorate) must be in one of the following programs of study in the natural, applied or health sciences:

- agriculture, agriculture operations and related sciences
- biological and biomedical sciences
- computer and information sciences and support services
- engineering
- engineering technology and engineering-related fields
- health professions and related programs
- mathematics and statistics
- natural resources conservation
- physical sciences

**IMPORTANT:** Please refer to the [BC PNP IPG & EEBC IPG Eligible Programs of Study](#) document for more information on eligible programs of study.



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

### **3) ability and intent to live and work in B.C.**

Evidence of this 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
- current employment in B.C.
- employment search details (prospective employers, applications, networking efforts, business development, etc.)
- community involvement
- ability to financially support yourself in B.C.
- your plan to obtain or maintain legal authorization to work in B.C.

The BC PNP requires that applicants in this category will reside in B.C. after graduating from an eligible program of study. Failure to demonstrate that you will reside in B.C. following your nomination may result in a refusal of your application. In compelling extenuating circumstances, the BC PNP may provide an exception from this policy for a limited time.

Failure to submit evidence of your ability and intent to permanently reside in B.C. may result in the refusal of your application.

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

For information on what documents are required at the time of application, please see the [BC PNP Skills Immigration and Express Entry BC Technical Guide](#).

## Part 4: Employer Requirements

The Skills Immigration and Express Entry British Columbia streams of the BC PNP are largely 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.

### Employer Responsibilities

In addition to meeting the general employer requirements listed below, your employer must also:

- 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 demoted, 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 must have one of the following business structures:

1. incorporated or extra-provincially registered  
**OR**
2. registered as a limited liability partnership in B.C.  
**OR**
3. 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 registering 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.

Only individuals who are on the company's payroll will be considered employees of the company. Your employer may be asked to submit a T4 Summary of Remuneration Paid to demonstrate that this requirement is met.

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.

In the five years preceding your application, and throughout the BC PNP application process, you and your spouse or common-law partner must not have held a combined ownership/equity stake of more than 10 per cent in the B.C. company that has offered you employment.

### **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. and federal employment, labour, immigration, health and safety laws and regulations. Your employer may be asked to provide financial statements prepared by a certified professional accountant.

### **4) sign an employer declaration**

Your employer must sign a declaration, found in the job offer form, 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 complying with B.C. and federal employment, immigration, health, and safety laws and regulations. Typed signatures will not be accepted.

The employer contact who signs the job offer form must be an employee or owner of the company, and have the authority and consent of the company to support the BC PNP application, including any and all requirements of hiring a foreign worker. Failure to obtain this consent may result in a refusal of the application or a withdrawal of the applicant's nomination.

### **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 and/or employment authorization and are currently working full-time (at least an average of 30 hours per week, year-round) for the supporting B.C. employer in the occupation identified in the job offer. Please note that if you are currently working full-time for the supporting employer on a co-op work permit or a study permit, this requirement will only be considered met if you have completed your program of study.

**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 Type 0 or NOC Skill Level 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
- wage range
- 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
- if the employer has used the services of a third party to conduct the recruitment effort, the third party must meet provincial licensing requirements.

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 job offer must state that you have been offered and have accepted a full-time position (at least an average of 30 hours a week, year-round) that does not have an end date\*. Contract positions are not eligible. The onus is on your employer to demonstrate that the job offer is bona fide.

\*Please see Appendix 1: BC PNP Tech Pilot for the “indeterminate job offer” [exception for eligible tech occupations](#).

### **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/or incorporated under the Society Act (RSBC 2015) 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
- any other type of business that by association would tend to bring the BC PNP or the Government of British Columbia into disrepute

## Other Considerations

At its sole discretion, the BC PNP may consider an application where the supporting employer does not meet the minimum requirements, including but not limited to, considering registered businesses that are regular partnerships or sole proprietorships. However, in order to be considered, the supporting employer must, at the time of application, make a compelling business case in writing to the BC PNP that demonstrates how the nomination will generate significant economic benefits to B.C.

## Part 5: Process



### Registration

#### 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 – Healthcare Professional
- Skills Immigration – International Post-Graduate
- Express Entry BC – Healthcare Professional
- Express Entry BC – International Post-Graduate

\*Please see Appendix 1: BC PNP Tech Pilot for the “indeterminate job offer” [exception for eligible tech occupations](#).

#### 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.** You must meet program and category criteria at the time of 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 BC PNP 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
- if the terms and conditions of your employment have changed following registration and you are with the same employer, you may continue with your application
- if you are invited to apply and select the 'decline' button on your dashboard, your invitation to apply will be declined. You may submit a new registration at any time, however, re-registration does not guarantee another invitation to apply
- 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](#)
- if you would like confirmation that your email messages to the BC PNP have been received, please enable delivery receipts and/or read receipts in your email client.
- if your documents are not in English, you must provide a certified translation with photocopies of the originals. Documents must be stamped and certified by a person officially authorized to notarize documents as accurate translations.

## 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.

The BC PNP reserves the right to prioritize applications for occupations that are in high demand or that contribute significant economic benefits to British Columbia.

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.](#)

For purposes of the assessment of your registration and/or application, the BC PNP uses the 2016 version of the NOC.

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

NOC Level	Description	Examples
Skill Type 0 (zero)	Management jobs.	Information systems managers, construction managers, directors of operations
Skill Level A	Professional jobs. People usually need a degree from a university for these jobs.	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.	Chefs, electricians, plumbers
Skill Level C	Intermediate jobs. These jobs usually need high school and/or job-specific training.	Long-haul truck drivers, butchers, food and beverage servers
Skill Level D	Labour jobs. On-the-job training is usually given.	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 in writing by sending an email to [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. Withdrawal requests submitted in-person or through voicemail will not be accepted.

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 retention 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 \(NOC\)](#).

Additional points are available for:

- occupations in the “00” NOC skill type (senior management occupations)
- occupations that have been identified in the B.C. High Demand Occupations List in the [B.C. Labour Market Outlook 2018 Edition](#) (pages 21 – 23).
- current employment for the B.C. employer in the occupation identified in the BC PNP registration. You can receive these additional points only if you are currently employed full-time (30 hours per week or more) in the same occupation (i.e. same NOC code) that you have been offered in the BC PNP registration. You are not eligible for these additional points if the occupation identified in the job offer is a promotion from your current occupation with the employer.

Skill Level of the B.C. Job Offer	Points
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>Additional points:</b>	
Occupation is a “00” NOC	15
Occupation identified in the B.C. High Demand Occupations List in the BC Labour Market Outlook 2018 Edition	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.

Annual Wage of the B.C. Job Offer	Points
\$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.

Regional District of Employment	Points
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) and part-time 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. For part-time work experience, you will be credited with 50% of the duration of your employment.

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 or part-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 a higher 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 your previous experience because it is directly related and at a higher NOC level than the job offer.
- 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.
- you have 30 months of part-time employment within the last 10 years in your home country as a web developer (NOC 2175). Your current B.C. job offer is also for a web developer position (NOC 2175). In this scenario your previous work experience will be credited for 50% of the duration that you were employed, or 15 months.

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

- the paid co-op work term is full-time (minimum 30 hours per week)
- and**
- the paid co-op experience is 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 additional points if you have at least one year of this directly related work experience in Canada. To receive these additional points, you must have at least 12 months of work experience if you are working 30 hours or more per week, or at least 24 months of work experience if you are working less than 30 hours per week.

Directly Related Work Experience in the Occupation of B.C. Job Offer	Points
60+ months	15
48 to 59 months	12
36 to 47 months	9
24 to 35 months	6
12 months to 23 months	3
Less than 12 months	1
None	0
<b>Additional 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.

Your education is not eligible for points if it is a distance education learning program.

You will receive additional points if:

1. 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 additional points**
  - your education is not eligible for additional points if it is a distance education learning program

**OR**

2. 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 additional points**
  - your education is not eligible for additional points if it is a distance education learning program

**OR**

3. the highest level of education indicated in the registration is completed at an institution outside of Canada and you completed an Educational Credential Assessment for your foreign education credential through [the identified qualified suppliers](#)
  - If you choose to complete an Educational 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 additional points for the Educational Credential Assessment.

**OR**

4. you successfully completed the [Industry Training Authority British Columbia's \(ITABC's\)](#) 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.

You will receive additional points for only one of the options above. For example, if your highest level of education was a post-secondary education completed in B.C. (8 points) and you also successfully completed the Educational Credential Assessment on a previous education credential (4 points), you will only receive additional points for your B.C. education (8 points).

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

\*The postgraduate, post-degree or post-baccalaureate certificates or diplomas are a post-graduate academic qualification taken after a bachelor's degree. It is usually awarded by a university or a graduate school. It normally takes two or more study terms to complete. Please note for a program to be considered "postgraduate", an undergraduate (bachelor's) degree must be required for admission into the program.

\*\*The BC PNP will recognize and award points for your trade credentials if you can demonstrate that your country of origin considered your education to be in a "trade". If you indicate that your highest level of education is a Diploma/Certificate (Trades), you must submit evidence of this education at the time of application. If you did not receive a trades diploma/certification, regardless of your experience, you will not receive points for that education.

### 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 \(CELPIP-General\)](#)
- 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 and 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 by the deadline indicated in your invitation to apply, 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.

If you are invited to apply and select the 'decline' button on your dashboard, your invitation to apply will be declined. 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, however, re-registration does not guarantee another invitation to apply.

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 in writing by sending an email to [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. Withdrawal requests submitted in-person or through voicemail will not be accepted.

For more information about what information you will need to complete an application, including checklists of all required documentation, 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 \$700 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.

You must maintain the conditions of your nomination while you are awaiting a decision on your permanent residency application.

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.

The BC PNP will only provide a nomination extension if you are able to demonstrate that you submitted your application for permanent residence to IRCC before the nomination expiry date listed on the Confirmation of Nomination, or in other extenuating circumstances on a case-by-case basis. Please see [Informing the BC PNP of Changes After Nomination](#) for more information.

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.

If your Express Entry profile expired after nomination but before IRCC's invitation to apply, you must create a new Express Entry profile and inform the BC PNP. In this situation, the BC PNP may reissue your nomination.

Once 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.

If you have accepted a job offer from a new employer, you must notify the BC PNP. The BC PNP will review the information to determine whether your application continues to meet program and category requirements. Please see [Informing the BC PNP of Changes After Nomination](#) for more information.

## Refusal to Accept an Application

The BC PNP may refuse to accept an application if:

- an invitation for an application does not apply to that person
- the person has retained a representative who does not meet the prescribed requirements, as described in section 4 of the *Provincial Immigration Programs Regulation*
- the applicant has had a previous approval cancelled by the BC PNP
- the applicant has, in the 2 years immediately before the date of the application, been found by the BC PNP to have made a misrepresentation in a previous application
- the applicant has another active application and/or registration

## Application Assessment

The BC PNP may approve an application after taking into consideration the following, provided you have met the program requirements in part 2 and part 3 of this Guide:

- whether entry of the applicant will be of benefit to the economic development of British Columbia
- the applicant's ability and intention to permanently settle and become economically established in British Columbia
- the applicant's language skills
- whether the applicant's entry will adversely affect:
  - the settlement of a labour dispute or the employment of a person involved in a labour dispute, or
  - employment or training opportunities for British Columbians
- whether the information provided in relation to the application is accurate, complete and reliable

## Request for Review

If the BC PNP refuses an application (i.e. declined under section 4(1)(b) of the Act), that person has a right to request a review of the decision. All requests for a review of a decision must be made within 30 calendar days of the date of the decision notice if the applicant is a resident in Canada, or 60 calendar days of the date of the decision notice if the applicant is not a resident in Canada.

For the purposes of a request for review, residence in Canada is determined by the applicant's residential address indicated on the request for review form.

### **A new registration / application to the BC PNP may not be submitted until your request for review is withdrawn or otherwise resolved.**

A person whose approval has been withdrawn under section 6 of the Act is not entitled to have that decision reviewed by the BC PNP under the internal review process set out in section 7 of the Act.

The complete request for review must:

- be in writing and must be submitted through [BCPNP Online](#)
- identify the grounds for the request
- provide any information the BC PNP requests
- pay the \$200 non-refundable fee

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.

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

- Only the applicant named on the decision notice may request a review.
- An applicant may only submit a request to review a decision issued by the BC PNP (i.e. not decisions issued by IRCC). The review process is limited to Skills Immigration nomination refusals.
- The residential address provided in the online 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 applicant is responsible for outlining how the decision was unreasonable or procedurally unfair. The review will be based on the information provided by the applicant.
- The review will be conducted on the basis of the program criteria and evidence available at the time the application was declined.
- You will receive an email confirming your request has been received.

## Review Decision

As soon after receiving a complete review request as it is practical to do so, the BC PNP must either:

- confirm the original decision, or
- re-evaluate the application based on the review request

Reviewed decisions are final decisions under the Act and Regulation. Subsequent requests for review, or requests for review submitted outside of the applicable 30 or 60 day periods, cannot be accepted.

## Withdrawing Your Application

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 in writing by sending an email to [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. Withdrawal requests submitted in-person or through voicemail will not be accepted.

## Conditions of Your Nomination

### General

Once you have been nominated by the BC PNP, it is a condition of your nomination that you are not at any time:

- prohibited from entering Canada
- under a removal order in or outside of Canada
- working in Canada for any employer without authorization

If you are in Canada, you must:

- have legal status in Canada; or if status has expired, be able to demonstrate that an application for restoration of status was submitted within the 90-day eligibility period.

You must continue to demonstrate an ability and intent to permanently reside and economically establish in B.C.

### Nomination with a Job Offer

If you do not have a work permit that enables you to work for your supporting employer in B.C., you must demonstrate genuine efforts to apply for a valid work permit and commence employment with your supporting employer in B.C.

If you have a work permit and a supporting B.C. employer, you must:

- have a valid work permit that enables you to work for your supporting employer in B.C.
- maintain full-time employment with your supporting employer in B.C.
- receive a wage that is equal to or greater than the wage listed in your BC PNP application
- work in the occupation that is listed on your BC PNP application
- meet minimum income requirements

### Nomination under a BC PNP Tech Pilot Occupation

In addition, if you were nominated with an occupation (NOC) listed under the BC PNP Tech Pilot, and your project-based work permit is expiring, you must:

- obtain a new job offer with an eligible B.C. employer in an occupation that is eligible under the BC PNP Tech Pilot
- inform the BC PNP of the change to your employment status

## Nomination under International Post-Graduate Categories

If you were nominated under one of the International Post-Graduate categories, you must continue to demonstrate an ability and intent to permanently reside and economically establish in B.C. Failure to demonstrate that you are residing in B.C. following your nomination may result in a withdrawal of your nomination.

### Other Conditions

You and your spouse or common-law partner must not hold a combined ownership/equity stake of more than 10 per cent in the B.C. company that has offered you employment.

You must provide any information requested by the BC PNP to verify that conditions of nomination continue to be met. Failure to abide by the conditions of nomination, including failure to provide requested information, may result in a withdrawal of your nomination.

If the BC PNP determines that you provided false or misleading information to the BC PNP, before or after nomination, your nomination may be withdrawn.

### Changes to Your Employment/Immigration Status

You must inform the BC PNP by sending an email to [PNPPostNom@gov.bc.ca](mailto:PNPPostNom@gov.bc.ca) if any of the following occurs:

- change of employer, job title, work location, or job duties
- decrease in wage or decrease in regular work hours below 30 hours per week
- loss of employment
- change in immigration status
- refusal of work permit

Please see [Informing the BC PNP of Changes After Nomination](#) for more information on submitting information to the BC PNP following your nomination.

Please note these conditions of nomination are subject to change.

## BC PNP Withdrawal of Your Nomination

The BC PNP may withdraw your nomination if you have:

- failed to comply with any [conditions of nomination](#)
- failed to inform the BC PNP of a material change
- obstructed or interfered with an inspection
- retained a paid representative who is not qualified under the Act
- provided false or misleading information

The decision to withdraw your nomination is not subject to review under section 7 of the Act.

Examples where an approval or nomination may be withdrawn include, but are not limited to:

- information provided in your application to the BC PNP was false or misleading
- conditions under which you were nominated are no longer being met
  - for example, your income was reduced and you no longer meet the income threshold, your hours of work have been reduced to casual or part-time employment, or you have not commenced employment with the supporting employer
- you leave your current job in B.C. or change employers
  - in the case of cessation or termination of employment, the BC PNP may request additional information in order to assess continued support of a nomination. The BC PNP may provide you and your supporting employer with an opportunity to respond to any evidence or concerns raised during this assessment
  - the BC PNP may continue to support your nomination if you can demonstrate your ability to economically establish in the province. In making this determination, the BC PNP may consider, but are not limited to, the following factors:
    - (a) the circumstances regarding your termination or cessation of employment
    - (b) the amount of time you have been unemployed
    - (c) your ability to secure alternative employment with a BC PNP eligible employer
- you do not notify the BC PNP of changes in your employment status – such as whether you have been demoted, terminated, laid off, on extended leave, or if the business has closed or changed ownership
- you are no longer residing in B.C.
- you 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
- you are working in Canada without authorization
- you are under a removal order in or outside of Canada

## Work Permits

You must maintain legal immigration status while in Canada, and you must have a valid work permit to work in B.C.

IRCC and the Canada 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.**

## Work Permit Support Letters

If you have been nominated, the BC PNP may issue you a work permit support letter that allows you to apply for a work permit from the federal government without the need for a Labour Market Impact Assessment (LMIA).

Please note:

- work permit support letters are only issued to individuals who have been approved as nominees by the BC PNP
- the nominee is responsible for applying for a work permit from the federal government
- the nominee is expected to obtain and/or maintain a work permit following nomination

At the time of nomination, the BC PNP may include a work permit support letter in your nomination package if:

- you do not have a valid work permit
- your current work permit will expire within 180 days (approximately six months)

Following nomination, and in response to a written request from you, the BC PNP may only issue a work permit support letter if **all** of the following are met:

- you have been nominated by the BC PNP
- your work permit will expire within 180 days
- you submitted an application for permanent residence to IRCC as a B.C. nominee before the nomination expiry date
  - note: if you have not yet submitted an application for permanent residence as a nominee, and if your B.C. nomination expiry date has not passed, you may request a work permit support letter
- you continue to meet the conditions of nomination

If you require a work permit, you must apply to IRCC for your own work permit; the BC PNP cannot apply for a work permit on your behalf.

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

To obtain a work permit support letter, please submit your request to [PNPPostNom@gov.bc.ca](mailto:PNPPostNom@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

All attachments must be a PDF or JPG file and under 3MB in size.

**For time-sensitive work permit support letter requests, we strongly encourage you to submit your request early to allow us enough time to process.**

Please refer to the [Processing Times](#) page of the BC PNP website for more information.

## Informing the BC PNP of Changes After Nomination

Nominees have an ongoing obligation to report a material change in their circumstances and must comply with any conditions on their approval.

### Changes In Your Employment Status

The BC PNP may consider changes in your employment after you have been nominated if your new position continues to meet the requirements for nomination and if you can demonstrate that you have the ability to economically establish in B.C.

You must report changes in your employment status to the BC PNP. This can include a change of any circumstances which were relevant to the decision to approve the application, or to the conditions imposed on an approval, such as:

- change of employer, job title, work location, or job duties
- decrease in wage or decrease in regular work hours below 30 hours per week
- loss of employment

The employer and applicant **must both notify the BC PNP** in the event of any changes in the employment status – such as whether you have been demoted, terminated, laid off, on extended leave, or if the business has closed or changed ownership.

If the change of employment is accepted, the BC PNP will issue a Work Permit Support Letter to allow you to obtain a work permit, if necessary.

### Other Changes

You must also inform the BC PNP if any of the following occurs after you have been nominated:

- change in immigration status
- refusal of work permit

### How to Notify the BC PNP of Changes in Employment Status / Other Changes

As soon as possible, send an email to [PNPPostNom@gov.bc.ca](mailto:PNPPostNom@gov.bc.ca) with the following information:

- your full name
- your date of birth (DD/MMM/YYYY) e.g. 01 JAN 1981
- your provincial nominee file number
- a description of your circumstances including any supporting documentation

All attachments must be a PDF or JPG file and under 3MB in size.

**For time-sensitive requests, we strongly encourage you to submit your request early to allow us enough time to process.**

Please refer to the [Processing Times](#) page of the BC PNP website for more information.

## Appendix 1: BC PNP Tech Pilot

The BC PNP Tech Pilot supports the tech sector in recruiting top international talent.

The Tech Pilot offers:

- weekly “tech only” invitations to apply (ITA) to qualified candidates working in one of 29 eligible tech occupations in B.C., as indicated in [this document](#) (applicants still need to register with the BC PNP)
- dedicated concierge service for tech employers
- priority processing for tech applications
- targeted outreach to, and engagement with, the tech sector
- some flexibility with job offer duration (see below for details).

The 29 eligible occupations for the BC PNP Tech Pilot are listed in [this document](#).

### Process

You need to determine if your occupation (NOC) is one of the 29 listed as eligible. Then select which BC PNP category would be the best fit for you. Please note that you must meet all program requirements at the time of registration, and if applicable, the time of application.

For further information about the registration and scoring process, refer to the [process section of this guide](#).

### Job Offer Duration Requirement for Eligible Tech Occupations

As of June 26, 2018, job offers under the BC PNP Tech Pilot must meet the following:

- the job offer must be for a single job **in one of the [29 occupations](#)** eligible under the BC PNP Tech Pilot
- the job offer must be **at least one year in duration** (365 days)
- there must be **at least 120 calendar days remaining** on the job offer at the time of application

Longer duration job offers, including indeterminate job offers, will continue to be eligible.

Example 1 – eligible time-limited job offer:

- You began working with Company ABC on February 15, 2018 with a one year job offer (i.e. the job offer expires on February 14, 2019).
- Your job is one of the 29 eligible occupations for the BC PNP Tech Pilot.
- You register with the BC PNP’s Skilled Worker category on July 1, 2018.
- You receive an invitation to apply (ITA) on September 12, 2018.
- You submit your application on October 12, 2018.
  - At the time of application, you have 125 days remaining on your job offer (ending February 14, 2019).

As your job offer is for at least one year, and as your job offer is expiring in **120 days or more** from the date you submitted your application, you will be considered to have met the requirement for an eligible job offer.

Example 2 – ineligible time-limited job offer:

- You began working with Company XYZ on February 15, 2018 with a one year job offer (i.e. the job offer expires on February 14, 2019).
- Your job is one of the 29 eligible occupations for the BC PNP Tech Pilot.
- You register with the BC PNP under the Skilled Worker category on November 1, 2018.
- You receive an invitation to apply (ITA) on November 12, 2018.
- You submit your application on December 12, 2018.
  - At the time of application, you have 64 days remaining on your job offer (ending February 14, 2019).

As your job offer is expiring in **less than 120 days** from the date you submitted your application, you have not met the requirement for an eligible job offer.

### For more information

- Download our [BC PNP Tech Pilot information sheet](#) for a printable, high-level overview of the information.
- Read our [BC PNP Tech Pilot FAQs](#) document for specific answers to questions regarding the Tech Pilot.
- Go to our invitations page for information about [invitations to apply](#), including draw dates and the number and frequency of invitations.
- If you are an employer in B.C.'s technology sector and have questions, please contact the BC PNP concierge: [PNPTechEmployers@gov.bc.ca](mailto:PNPTechEmployers@gov.bc.ca)
- If you are an applicant and have general questions about the BC PNP, please visit our [contact us](#) page.

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