

British Columbia Provincial Nominee Program

Skills Immigration Program Guide

(Includes Express Entry BC)

In the event of a discrepancy between the Skills Immigration Program Guide and other materials, including third party sources, the information in the Skills Immigration Program Guide 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.

The BC Provincial Nominee Program

Email: PNPInfo@gov.bc.ca

Website: WelcomeBC.ca/PNP

The offices of the BC Provincial Nominee Program are located on the traditional territory of the Squamish, Musqueam, and Tsleil-Waututh peoples, who have been stewards of this area for many generations.

Table of Contents

Updates to This Edition **5**
Definitions **6**
Part 1: The BC Provincial Nominee Program (BC PNP) **7**
1.1 About the Skills Immigration Program Guide 7
1.2 Other Skills Immigration Guides and Forms 8
1.3 Using the National Occupational Classification (NOC) 9
1.4 Declaration and Consent 10
1.5 Misrepresentation 10
1.6 Inspections and Information Gathering 11
1.7 Beware of Immigration Fraud 11
1.8 Fees and Processing Times 12
Part 2: Representatives and Recruiters **12**
2.1 Getting Help with Your BC PNP Application 12
2.2 Paid Representatives 12
2.3 Unpaid Representatives 13
2.4 Declaring A Representative 13
2.5 Changing or Removing Your Representative 14
2.6 Third-Party Recruiters 14
2.7 Fees for Recruitment 14
Part 3: Requirements for all Skills Immigration Applicants **14**
3.1 Intention to Live in British Columbia 15
3.2 Economic Benefit to British Columbia 15
3.3 Immigration Status in Canada 15
3.4 Language Proficiency 15
3.5 Job Offer 17
3.6 Support of an Eligible B.C. Employer 18
3.7 Qualifications 18
3.8 Work Experience 19
3.9 Wages 20
3.10 Minimum Income 20
3.11 Ineligible Occupations 22
3.12 Eligible Employment Situations 22
3.13 Opportunities for British Columbians 23
Part 4: The Skills Immigration Streams **23**
4.1 Skilled Worker Stream 24
4.2 Health Authority Stream 25
4.3 Temporary Rural/Remote Health Support Initiative 27
Part 5: Using the Express Entry BC (EEBC) Option **29**
5.1 Meet criteria for one of IRCC's Express Entry programs 29
5.2 Obtain a valid IRCC Express Entry Profile Number and a Job Seeker Validation Code 30
5.3 Apply to the BC PNP using one of the Express Entry BC (EEBC) options 30
5.4 Maintain your Express Entry profile 30

5.5 Changing streams after registration/application 31
Part 6: Employer Requirements 31
6.1 Generate Economic Benefit to British Columbia 31
6.2 Established in British Columbia 31
6.3 Business Structure 31
6.4 Complete and Sign Employer Declaration Form 32
6.5 Legally operate the business in B.C. 32
6.6 Supporting Documentation 33
6.7 Minimum Number of Years in Operation in British Columbia 33
6.8 Minimum Number of Full-Time Employees in British Columbia 33
6.9 Follow laws and regulations 34
6.10 Make Genuine Efforts to Recruit Locally 35
6.11 Genuine Need for the Position 36
6.12 Ineligible Employers 37
6.13 Commercial Vehicle Safety Certification 38
6.14 Employer Responsibilities 38
6.15 Other Considerations 39
Part 7: Process 39
7.1 Registration 40
7.2 Registration Scoring Factors 41
7.3 Invitations to Apply (ITA) 41
7.4 Application 42
7.5 Choosing to Withdraw Your BC PNP Application 43
7.6 Decision 43
7.7 Request for Review 44
7.8 Conditions of Nomination 44
7.9 How to Notify the BC PNP of Changes After Nomination 47
7.10 Extension of Nomination 47
7.11 Cancellation of Your Nomination 47
7.12 Obtaining a Work Permit 48
Part 8: Registration Scoring Factors 50
Human Capital Factors 50
8.1 Directly related work experience 50
8.2 Highest level of education 52
8.3 Language proficiency 55
Economic Factors 56
8.4 Hourly wage of the B.C. job offer 56
8.5 Area of employment within B.C. 59
Appendix A: Limited term job offers 61

Updates to This Edition

In an effort to clarify information presented in previous editions of the Skills Immigration Program Guide, there have been updates to the information within the guide. Please carefully review the information in this guide before submitting an application.

The following list outlines the main updates made to the program guide.

June 10, 2026

Section 4.3 Temporary Rural/Remote Health Support initiative: Criteria clarified for the temporary initiative for current employees of health authorities in rural/remote communities in B.C.

May 28, 2026

Minor edits throughout for formatting and grammatical consistency and accuracy.

Section 1.8 Fees and Processing Times: A new section has been introduced to more easily find information about fees and processing times

Section 3.5 (c) Job offer duration: Information about job offer duration has been updated with an appendix identifying occupations that may be eligible with limited term job offers

Section 3.8 Work experience: A dedicated section for work experience includes criteria to help retain doctoral-level graduates from Canadian post-secondary institutions

Section 3.10 Minimum income: Low Income Cut-Off (LICO) amounts updated

Section 3.11 Ineligible occupations: A list of occupations that are not eligible for any Skills Immigration stream has been introduced

Section 4.3 Temporary Rural/Remote Health Support initiative: Criteria for a temporary initiative for current employees of health authorities in rural/remote communities in B.C. is now available. Registration for this initiative will open June 15, 2026

Section 6.12 Ineligible employers: The list of ineligible employers has been expanded to organizations that provide immigration services

In addition, the BC PNP has updated the Skills Immigration Application Guide (formerly the BC PNP Technical Guide) to reflect current application processes.

Definitions

"Act" means the Provincial Immigration Programs Act.

"BCPNP Online user portal" means the BC PNP's online registration and application system.

"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.

"Misrepresentation" means the action of providing false or misleading information and/or withholding or concealing information where the withholding or concealing tends to create a false or misleading impression of the circumstances, and where the person providing or withholding the information knew or ought to have known that it was false or misleading, or tended to create a false or misleading impression. See section 1.5 for further information about misrepresentation.

"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 College of Immigration and Citizenship Consultants.

"Regulation" means the Provincial Immigration Programs Regulation.

Part 1: The BC Provincial Nominee Program (BC PNP)

The British Columbia Provincial Nominee Program (BC PNP) is an economic immigration program that enables the province to strategically select prospective immigrants to help address labour market needs and contribute to economic development across British Columbia.

The BC PNP is administered in partnership with the federal government in accordance with the 2021 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) govern the provincial administration of the BC PNP.

Overview of Skills Immigration

Skills Immigration contributes to economic development across British Columbia by strategically selecting workers with the skills, education and experience to help address workforce needs that cannot be reliably supplied by the domestic labour market.

To ensure that the program continues to support government goals, the BC PNP makes changes to the program periodically. Changes to the program may include, but are not limited to, the Skills Immigration streams, eligibility criteria, selection policies, how registrations and applications are prioritized or invited, etc.

Each application is assessed in accordance with the Provincial Immigration Programs Act, the Provincial Immigration Programs Regulation, and against the BC PNP criteria and policies that are in place at the time the application is received.

If an application is approved, the individual is considered a provincial nominee. A Confirmation of Nomination will be issued to allow the provincial nominee and their dependent family members to apply to Immigration, Refugees and Citizenship Canada (IRCC) for permanent residence under the Provincial Nominee Class.

All provincial nominees must comply with specific conditions of nomination from the time they are nominated until they become a permanent resident.

Before registering or applying to the BC PNP, please carefully review the information in this guide to ensure you meet the requirements for the stream you select.

1.1 About the Skills Immigration Program Guide

The BC PNP Skills Immigration Program Guide will help you get started on a path toward permanent residence. This guide provides you with complete and comprehensive information about the program's general eligibility requirements, stream-specific criteria, and registration & application process.

Part 1: About the BC Provincial Nominee Program (BC PNP)

The first part of this guide introduces the purpose of the BC PNP and describes Skills Immigration Program Guide and other guides. It also explains misrepresentation and its consequences, and the importance of protecting yourself from immigration fraud.

Part 2: Representatives and Recruiters

Part 2 of this guide provides information about using an immigration representative to help you with your immigration application, including how to declare that you have authorized a representative to act on your behalf, and how to change your representative. Information about provincial licensing requirements for third-party recruiters is also provided.

Part 3: Requirements for all Skills Immigration Applicants

Part 3 explains the general requirements for all applications.

Part 4: The Skills Immigrations Streams

Part 4 provides an overview of the Skills Immigration streams, including how we use the National Occupational Classification (NOC) system and which streams can also use the Express Entry option. The rest of Part 4 describes the eligibility criteria for each of the streams in detail.

Part 5: Using the Express Entry BC (EEBC) Option

If you receive a BC PNP nomination using the Express Entry BC option, your federal Express Entry profile will benefit from additional points when you apply to the federal government for permanent residence. Part 5 outlines the steps you must take if you wish to use the EEBC option.

Part 6: Employer Requirements

Part 6 explains the requirements and responsibilities your employer must meet to support your application. If you apply to a stream that requires a job offer, you must have your employer's support throughout the application process.

Part 7: Process

Part 7 provides a detailed overview of the registration, application and decision aspects of this program. This is where you can learn about registration and application requirements, how to request a review of a decision, and the conditions of your nomination.

Part 8: Scoring Factors

Part 8 explains how your registration will be scored.

1.2 Other Skills Immigration Guides and Forms

In addition to this Program Guide, the BC PNP has other guides to help you understand the BC PNP's processes and requirements.

The **BC PNP Skills Immigration Application Guide** provides detailed instructions about how to register, apply, check your status, or update your profile in the BCPNP Online user portal. It also lists the main documentation you are required to provide when you submit an application.

The **BC PNP Skills Immigration Post-Nomination Guide** provides instructions on how to apply to the federal government for permanent residence, and how to request post-nomination support from the BC PNP.

These guides and other forms you may need can be found on the Documents page of our website.

It is your responsibility to ensure that you read and understand all the appropriate sections of these guides, and that all information you submit in your registration and application is accurate, complete, and correct.

1.3 Using the National Occupational Classification (NOC)

The National Occupational Classification (NOC) is a system developed by the Government of Canada to classify jobs (occupations). Jobs are grouped according to the work a person does and the job duties. The BC PNP uses the 2021 version of the NOC.

The NOC 2021 version uses TEER categories (Training, Experience, Education and Responsibilities) to classify each job based on the level of training, formal education and experience that is needed for each job, as well as the responsibilities associated with each job. There are six TEER categories:

TEER 0	Management jobs
TEER 1	Jobs that usually require university education
TEER 2	Jobs that usually require college education OR ≥ 2 year apprenticeships OR supervisory positions
TEER 3	Jobs that usually require college education OR < 2 year apprenticeships OR > 6 months on-the-job training
TEER 4	Jobs that usually require high school education OR several weeks on-the-job training
TEER 5	Jobs with no education requirement, short on-the-job demonstration training

To determine whether your NOC is eligible for the BC PNP, please see Part 4: The Skills Immigration streams.

To learn more about the National Occupational Classification, please visit the NOC website.

1.4 Declaration and Consent

When you submit a registration, application and, if applicable, a request for review to the BC PNP, you are required to sign a declaration and consent form indicating that you understand and agree with the declaration and consent. **You are legally responsible for the accuracy of the information provided in your registration and application forms, even if your representative submits the registration or application form on your behalf**.

The BC PNP uses the personal email address from your BCPNP Online user portal as the unique personal identifier for your profile. The email and contact information provided in your profile will be associated with the application and will be used by BC PNP staff for all communication, including final decisions. It is your responsibility to ensure that your personal contact details remain up to date throughout the entire BC PNP and permanent residence application processes, and that you have access to that email address, even after you have been nominated.

If you do not keep your personal contact information updated and, as a result, you do not receive or respond to important notices from the BC PNP, your inaction may lead to a refusal or cancellation of your nomination.

1.5 Misrepresentation

Misrepresentation is the action of providing false or misleading information and/or withholding or concealing information where the withholding or concealing tends to create a false or misleading impression of the circumstances, and where the person providing or withholding the information knew or ought to have known that it was false or misleading, or tended to create a false or misleading impression.

If an applicant, employer or representative withholds, conceals, or provides information or documentation that they knew or ought to have known to be false or misleading in support of a BC PNP application, they have misrepresented.

Examples of misrepresentation include, but are not limited to:

- Submitting false information in an application or registration
- Failing to disclose information relevant to an application or registration
- Communicating directly or indirectly, by any means, false or misleading information, or concealing information, in any communication with the BC PNP or otherwise during the assessment process
- The submission of false information or documentation by a representative on behalf of an applicant or employer

Applications will not be approved where the BC PNP determines that the information provided has been altered, overstated or is deliberately misleading for the purpose of meeting program requirements, obtaining a targeted invitation to apply, or obtaining a higher registration score.

A finding of misrepresentation can be applied to an applicant and/or an employer supporting a BC PNP application. If the BC PNP determines that you or your supporting employer have

misrepresented information in your application, the BC PNP may refuse to accept a future application from you and/or other applications supported by your supporting employer for up to two years. During that two-year period, the BC PNP will also consider direction and ownership of other companies supporting BC PNP applications, and may refuse to accept applications where the supporting employer is directed by the same individuals found to have participated in misrepresentation on a previous application.

If the BC PNP finds that you, your supporting employer, or representative have misrepresented information in relation to your application, either before or after nomination, your nomination can be cancelled.

1.6 Inspections and Information Gathering

Your application must include documentation to confirm that you meet all program criteria and are eligible for a nomination, and this documentation may be verified by the BC PNP.

As per section 11 of the Provincial Immigration Programs Act, the BC PNP may conduct an inspection of the supporting employer's organization, or inquire into any other business or person, to determine compliance with this Act and the Regulation, to assess an application, to assess post-nomination compliance, or to assess a request for review. Inspections may be scheduled or unannounced.

The BC PNP may also collect personal information from you and from third parties for the purposes outlined in section 8 of the Act, including the assessment of your BC PNP registration and application, or as authorized under any applicable legislation.

1.7 Beware of Immigration Fraud

Immigration fraud is a serious crime and can take many forms.

Applicants, employers, and representatives who provide false or misleading information or withhold or conceal information where the withholding or concealing tends to create a false or misleading impression of the circumstances in support of a BC PNP application, are participating in misrepresentation and committing fraud.

See section 1.5 for more information about misrepresentation.

In B.C., it is illegal to buy jobs, and it is illegal for anyone to ask you for money or any other compensation in exchange for a job.

Other examples of fraud include:

- Taking part in a fake job offer scheme
- Lying about your work history
- Submitting fake or altered documents (e.g. fake or altered wage statements)

We encourage you to protect yourself from immigration fraud. To learn more, please refer to the following websites:

- Protect yourself from immigration fraud (IRCC)
- Fraud awareness (BC PNP)

Our fraud awareness page also provides information about understanding immigration fraud and filing a complaint about an employer or an immigration representative.

1.8 Fees and Processing Times

Fees for **applications** and **requests for review** are listed on the Workers page of our website.

- There is no cost to **register** for the BC PNP
- The BC PNP only accepts payment through the BCPNP Online user portal

Processing times are listed at the bottom of the Process section of our website.

- Processing times start on the date we receive your complete application
- We will not respond to application status inquiries when the application is within our standard processing times

Part 2: Representatives and Recruiters

2.1 Getting Help with Your BC PNP Application

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.

If you pay someone to help you prepare your BC PNP registration or application, or if you appoint a representative to act on your behalf throughout the BC PNP process, this must be declared to the BC PNP, and you are still responsible for all of the information in your application.

2.2 Paid Representatives

A paid representative is an immigration consultant or lawyer who is compensated or receives a benefit to assist you with the BC PNP application process.

If you pay someone to help prepare your application, or you pay someone to represent you throughout the application process, that person must meet the requirements outlined in section 91(2) of the Immigration and Refugee Protection Act. This includes:

- Immigration consultants who are full members in good standing of the College of Immigration and Citizenship Consultants (CICC)
- 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*

Before selecting an immigration consultant or lawyer, you should confirm that they are in good standing with their professional organization.

Under the Act and Regulation, we may refuse to accept your application if you use the services of an immigration consultant or lawyer who is not in good standing with their professional organization as indicated in Section 3(3)(b) of the Act and Section 4 of the Regulation.

All assistance from a paid immigration consultant or lawyer must be declared to the BC PNP as outlined in section 2.4 below. Failure to declare such assistance may result in the refusal of your application.

2.3 Unpaid Representatives

You may receive unpaid assistance in preparing your application, and you may also use the services of an unpaid representative to represent you throughout the application process. 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 the BC PNP determines that your unpaid representative charged fees for, or otherwise benefited from, acting as your representative, the BC PNP will revoke such person's eligibility to serve as your representative and **may refuse your application to the BC PNP or cancel your nomination.**

2.4 Declaring A Representative

Declaring paid assistance with preparing your BC PNP submission

If you pay an immigration consultant or lawyer to help prepare your registration or application, you must declare this assistance on the "Submit" tab of the online form.

Declaring a person to represent you throughout your BC PNP process

If you are authorizing someone to represent you **throughout** the BC PNP process, you must update your BCPNP Online user portal with the representative's information and submit a Use of Representative form. Please refer to the Skills Immigration Application Guide for instructions on how to declare a person to represent you throughout the BC PNP process.

By completing the BC PNP's Use of Representative form, you authorize 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.

If you have declared an immigration representative, the BC PNP will communicate with both you and the representative indicated on your profile. If you are using a representative who is **not in good standing** with their professional body **at any time** during the application process, the BC PNP will not communicate with the representative regarding your application until their good standing status is restored.

If your employer is authorizing someone to represent them, your employer must complete a Use of a Representative – Employer form. This form is required even if your employer is appointing the same representative.

2.5 Changing or Removing Your Representative

You may only have one representative at any given time. Please refer to the Skills Immigration Application Guide for instructions on adding or changing your representative. Once your representative's information has been updated, your new representative will be authorized to represent you, and the BC PNP will be able to disclose information to them.

If you fail to declare a change in representative, you and your new representative may not receive correspondence regarding your application including deadlines to respond to BC PNP inquiries. **As a result, failure to declare a change in representative may result in the refusal of your application.**

2.6 Third-Party Recruiters

If your employer used the services of a third-party recruiter to hire you, that recruiter must meet provincial licensing requirements. This may include having a valid employment agency licence and, if applicable, a foreign worker recruiter's licence throughout the recruitment process for your position.

In addition, that same third-party recruiter – including anyone employed with that third party recruitment firm – cannot also act as the immigration representative for you, or for your supporting employer. Your application will be refused if your immigration representative is employed by the same third-party recruitment firm that was used to hire you.

For more information about employment agencies and provincial licencing requirements, please visit Employment agencies – Province of British Columbia.

2.7 Fees for Recruitment

Your B.C. 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.

Part 3: Requirements for all Skills Immigration Applicants

Part 3 describes program requirements you are required to meet to receive a nomination, regardless of the stream you select.

You must meet all program requirements at the time you register (if applicable) and at the time you apply. You must also continue to meet all program requirements throughout the BC PNP application process. The onus is on you to demonstrate that all requirements are met.

Please carefully review the requirements in this section for complete details.

3.1 Intention to Live in British Columbia

You must demonstrate that you have the intent to live, work and economically establish in B.C.

3.2 Economic Benefit to British Columbia

You must provide economic benefit to B.C. For example, your employment in B.C. will contribute to:

- Meeting a critical skills need in the province
- 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

3.3 Immigration Status in Canada

The BC PNP will **not** nominate you if you:

- Are in Canada and are out of status
- If your status has expired, and you cannot demonstrate that 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
- Are inadmissible to Canada
- Have an unresolved refugee claim in Canada; or
- Are under a removal order in or outside of Canada, or require an Authorization to Return to Canada

For more information about temporary status in Canada, including work permits and study permits, please refer to IRCC's website.

3.4 Language Proficiency

Depending on the classification of the job you have been offered, you may be required to meet minimum English or French language proficiency.

Language requirements for occupations classified under NOC TEER 2, 3, 4 or 5

If you are registering or applying with a job offer for an occupation classified under NOC TEER 2, 3, 4 or 5, 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.

Language requirements for occupations classified under NOC TEER 0 or 1

If the position offered to you is classified under NOC TEER 0 or 1, you are not required to submit valid language test results at the time of registration **unless you are claiming points for language**. Providing valid language test results may increase your registration score. If you are claiming points for language, you must provide the BC PNP with a copy of your language test results at the time of application.

At its discretion, the BC PNP may require you to provide valid language test results during the application assessment to determine whether you have the language proficiency to perform the duties of your job offer. If the BC PNP requests language test results, CLB Competency Tables will be used to determine the minimum language proficiency level for the position.

Accepted Language Proficiency Tests

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

Canadian English Language Proficiency Index Program (CELPIP-General)

- You must take the CELPIP General test
- We do not accept the General LS test

International English Language Testing System (IELTS) General Training

- You must take the General Training option
- We do not accept the Academic test
- We do not accept the IELTS One Skill Retake

Pearson Test of English (PTE) Core

- You must take the PTE Core
- We do not accept the PTE Academic

Test d'évaluation de français (TEF) Canada

- You must take TEF Canada
- We do not accept TEF Quebec or TEF Intégration, Résidence, Nationalité

Test de connaissance du français (TCF) Canada

- You must take TCF Canada
- We do not accept TCF Quebec, TCF Integration, Residence, and Nationality or TCF "tout public"

All designated language testing organizations provide accommodations for people with physical or mental disabilities. Please contact your testing organization to request further information.

The following table shows the minimum scores required for the designated tests to meet CLB 4:

Minimum Language Test Scores Required				
	Listening	Reading	Writing	Speaking
CELPIP	4	4	4	4
IELTS	4.5	3.5	4.0	4.0
PTE Core	28-38	33-41	41-50	42-50
TEF Canada	Please see IRCC's language test equivalency charts			
TCF Canada	331	342	4	4

Period of Validity

Test results will be considered valid for the two years from the date of issuance.

- To receive registration points for your test results, the test results must be valid at the time of registration
- If minimum language proficiency is a requirement for your application, your test results must also be valid at the time you apply

3.5 Job Offer

3.5 (a) Job offer in an eligible occupation

You must have a job offer in an eligible occupation.

Information about which occupations are eligible for each stream can be found in part 4: The Skills Immigration streams.

Some occupations are **not eligible** for nomination through any Skills Immigration stream. Please see section 3.11 for more information.

If you are already working in your offered position in B.C., you must maintain full-time employment throughout the BC PNP process.

3.5 (b) Full-time job offer

Your job offer must be for one regular full-time position.

The BC PNP defines full-time employment as at least an average of 30 hours per week, year-round.

3.5 (c) Job offer duration

Your job offer must be indeterminate. Indeterminate means the job offer must not be temporary or have a defined end date.

In some circumstances, select occupations may not need to be indeterminate. Please refer to Appendix A: Limited-term job offers.

3.6 Support of an Eligible B.C. Employer

Your job offer must be from an eligible B.C. employer.

You must have obtained the support of your B.C. employer before you register (if a registration is applicable) or apply to the BC PNP. Employers are not obligated to support BC PNP applications.

Should your employer choose to support your BC PNP application, they must:

- Meet specific employer requirements
- Provide the BC PNP with supporting documentation, including a signed Employer Declaration Form

Some employers are **not eligible** to support a Skills Immigration application.

Please see Part 6 for more information about employer requirements.

3.7 Qualifications

You must be qualified for the job that has been offered to you. This may include meeting minimum education, training, and licensing/certification for the occupation.

The BC PNP may refer to a variety of sources, such as WorkBC, the National Occupational Classification (NOC), and provincial/federal regulatory agencies/associations to determine the minimum qualifications for an occupation.

If the job offered to you 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 you must outline the steps you have taken to show that these requirements will shortly be met.

At its discretion, the BC PNP may request additional documentation, such as an Educational Credential Assessment, during the application assessment to verify your education or qualifications.

Qualification Requirements for the Transportation Sector

If you have been offered a job as a driver in the transportation sector (such as NOC 73300 transport truck drivers or NOC 73301 bus drivers, subway operators and other transit operators) you must have a valid Canadian driver's licence appropriate for the job offer.

If your employer's organization includes the operation of commercial vehicles, your employer must also meet additional safety requirements. Please see section 6.13 Commercial Vehicle Safety Certification for more information.

Qualification Requirements for Social and Community Service Workers

If you have been offered a job as a social and community service worker under NOC 42201, you must have a diploma or degree in social services or community health services.

Qualification Requirements for Health Care Assistants/Aides and Dental Assistants

If you have been offered a job that is classified under NOC 33102, you must be on the BC Care Aide & Community Health Worker registry.

If you have been offered a job as a dental assistant under NOC 33100, you must have the licence to work in that occupation in B.C. Unlicensed dental assistants, such as chairside dental assistants, are not eligible for the BC PNP.

3.8 Work Experience

You must have sufficient work experience for the job you have been offered, and you must be able to demonstrate that you have the required level of work experience.

Any work experience you declare to the BC PNP, either for points or to meet criteria, must be for work for which you received wages for the work you performed.

Work for which you did not receive wages is not eligible for meeting work experience criteria or for scoring registration points, unless it is doctoral-level work experience as outlined below.

Please note: minimum work experience for meeting stream criteria is separate from the directly related work experience that is scored at registration.

For information about criteria for Skills Immigration streams please refer to part 4: The Skills Immigration streams.

For information about how **directly related work experience** is defined and is used to calculate your score, please see section 8.1 Directly Related Work Experience.

Doctoral-level work experience

In some cases, the BC PNP may accept work experience that was obtained through research or coursework as part of a doctoral-level degree, even if that work was not paid, if either of the circumstances below apply:

- You have completed your doctoral degree at a public university **in Canada**.

OR

- You have a **job offer in NOC 41200 (University professors and lecturers) at a public university in B.C.**, and you hold a doctoral degree. This degree does not need to be from a Canadian institution.

Work experience as a student, including co-op work experience

Any work experience obtained while on a study permit will **not** be accepted, for meeting criteria or for points.

However, work experience obtained in **paid** co-op work terms may be eligible for meeting criteria or for points if it meets all of the following criteria:

- you have successfully completed your program of study
- the paid co-op work term was full-time (minimum 30 regular hours per week)
- the paid co-op experience was in a skilled occupation

If you include paid co-op experience to meet the Skilled Worker stream's two-year skilled work experience requirement, or to receive points for directly related work experience, you must provide evidence that you have graduated from your program of study. You may also be asked to provide evidence that your co-op experience was paid.

3.9 Wages

Your offered wage must be:

- Within the wage range posted on WorkBC or the federal Job Bank website for the occupation and location
- Comparable to wages paid to Canadian citizens and permanent residents with similar education, training, and experience
- Consistent with the wage compensation structure of your employer

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 information about calculating your hourly wage for scoring purposes, please see section 8.4 Hourly wage of the B.C. job offer.

3.10 Minimum Income

Your family income must meet the minimum income requirements according to your:

- Annual wage in B.C.
- Area of residence in B.C.
- Number of dependants

Your 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.

To consider your spouse or common-law partner's wage as part of your family income, your spouse or common-law partner must have a valid work permit or valid employment authorization, and must be currently employed in B.C.

In calculating your family income, the BC PNP will only consider regular gross annual wages. See section 3.9 for information regarding what can be considered as part of your wage.

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

The table below outlines the minimum family income for your family size and area of residence in B.C.

Minimum Family Income by Area of Residence		
Size of Family	Metro Vancouver Regional District	Rest of B.C.
1	$31,264 CAD	$26,057 CAD
2	$38,922 CAD	$32,437 CAD
3	$47,851 CAD	$39,878 CAD
4	$58,096 CAD	$48,418 CAD
5	$65,892 CAD	$54,914 CAD
6	$74,315 CAD	$61,935 CAD
7 or more	$82,739 CAD	$68,955 CAD

The income amounts in this table were calculated from the 2024 Low-Income Cut-Off (LICO) figures set by Statistics Canada. This table is updated regularly to reflect the latest LICO figures.

Your spouse or common-law partner and dependent children are included in your family size, whether or not they come with you to live in B.C. If you are separated or divorced, 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. For the purpose of calculating family size, dependants who are Canadian citizens or permanent residents are not included in the calculation.

Applications will not be approved where the BC PNP has reasonable grounds to believe that your offered wage has been inflated or increased for the purpose of meeting the minimum income requirements.

3.11 Ineligible Occupations

Some NOCs are not eligible for nomination under any Skills Immigration stream. This includes all occupations included within the NOC. If it is determined that your job offer is classified under one of the NOCs listed below, your application will be refused:

Administrative Professionals

- 12100 Executive assistants
- 12101 Human resources and recruitment officers
- 12200 Accounting technicians and bookkeepers
- 13100 Administrative officers
- 13110 Administrative assistants
- 13111 Legal administrative assistants
- 13112 Medical administrative assistants

Sales and Service Workers

- 62010 Retail sales supervisors
- 62020 Food service supervisors
- 63101 Real estate agents and salespersons

Religious occupations

- 41302 Religious leaders
- 42204 Religious workers

Note: This list of ineligible occupations is in effect for applications submitted after June 13, 2026.

3.12 Eligible Employment Situations

For your employment to be eligible for the BC PNP, it must be a situation in which:

- You are receiving or entitled to wages for work performed in B.C. for an organization
- You do not hold or exercise control over an ownership stake of 10 per cent or greater in the organization supporting your application
- The employer supporting your application pays your wages and also directs and supervises your work
- The employer supporting your application has a significant operational presence in British Columbia
- Your work constitutes a direct economic benefit to British Columbia. The onus is on your employer to demonstrate that your employment will provide economic benefit to B.C. Please see section 6.1 for more information.

Your application will not be approved if you are working under the direct, regular supervision of an organization that is not established in British Columbia. See section 6.2 for further details.

Independent contractor or subcontractor positions will not be approved. See section 6.8 for further details. Please note that positions that require you to spend the majority of time outside of B.C. will not be approved.

3.13 Opportunities for British Columbians

Your employment must not adversely affect the settlement of a labour dispute, or the employment of anyone involved in any such dispute. Your employment must also not adversely impact training or employment opportunities for Canadian citizens or permanent residents residing in B.C.

Part 4: The Skills Immigration Streams

The Skills Immigration streams are designed for workers with the skills, qualifications, and experience needed in British Columbia.

You must meet the criteria for the stream you select, in addition to the general requirements listed in Part 3. Before you begin, carefully review the criteria for each stream to select the one that best fits your situation.

Eligibility for the Skills Immigration streams is based in part on the federal government's National Occupational Classification (NOC) system. The BC PNP uses the 2021 version of the NOC. To learn more about how the BC PNP uses the NOC, please visit section 1.3.

The Skills Immigration streams are:

Stream	Who is it for?	NOC TEERs	EEBC Option?
Skilled Worker	Experienced managers, professionals, and skilled tradespeople	Eligible NOCs in TEER 0, 1, 2 and 3	Yes
Health Authority	Select health workers employed by B.C. provincial health authorities	Eligible Healthcare NOCs in TEER 0, 1, 2 and 3	Yes

To support the government's broader strategic goals, the BC PNP may use various tools to select and prioritize prospective economic immigrants. For details on how invitations to apply may be targeted to support government goals, please see section 7.3 (a) issuing ITAs). Current program priorities are listed on the selection of workers section of our website.

4.1 Skilled Worker Stream

The BC PNP Skilled Worker stream is for experienced workers in a professional, management, technical, trade or other skilled occupation.

4.1 (a) You must meet the General Requirements

You must meet the General Requirements listed in Part 3 of this Program Guide.

4.1 (b) You must be offered a job in an eligible skilled occupation (NOC TEER 0, 1, 2, or 3)

You must have a valid job offer in an eligible occupation. Please refer to section 3.5 for a list of ineligible occupations.

Some occupations do not require an indeterminate job offer to be considered for nomination. For more information, please see section 3.5 (c) job offer duration.

4.1 (c) You must have a minimum of two years of full-time (or full-time equivalent) work experience in any skilled occupation (NOC TEER 0, 1, 2, or 3)

This experience may be from work performed within Canada or abroad and must have been obtained within the last ten years. Please see section 3.8 for more information about work experience requirements.

Please note that this two-year skilled work experience requirement is separate from the directly related work experience that is scored at registration. Please see part 8 Registration Scoring Factors for more information about how directly related work experience is used to calculate your score.

4.1 (d) Your employer must meet the Employer Requirements

The employer requirements are listed in Part 6 of this Program Guide.

4.1 (e) Additional requirements if you are using the Express Entry BC (EEBC) option

To use the EEBC option, you must have a valid IRCC Express Entry Profile Number and a Job Seeker Validation Code. These indicate that you meet the eligibility criteria for one of the federal economic immigration programs subject to IRCC's Express Entry system.

For more information, see Part 5: Using the Express Entry BC option.

If you are not using the EEBC option, you do not require an IRCC Express Entry Profile Number or a Job Seeker Validation Code.

4.2 Health Authority Stream

The Health Authority stream is for health professionals who are part of B.C.'s public healthcare system. If you have a regular, indeterminate, full-time job offer in an eligible health occupation from a public health authority in B.C., you may be eligible for this stream.

If you are a physician, nurse practitioner, or midwife, and are not directly employed by a B.C. public health authority, you may also be eligible to apply under the Health Authority stream.

You do not need to register for this stream. If you meet all requirements, you can submit an application directly to the BC PNP. See section 7.4 for more information.

4.2 (a) You must meet the General Requirements

You must meet the General Requirements listed in Part 3 of this Program Guide

4.2 (b) You must demonstrate that you have obtained support from your health authority employer to apply to the BC PNP

Your health authority must agree to support your BC PNP application before you apply.

Each health authority has its own process to determine which applications it will support, and health authorities **are not obligated** to support BC PNP applications. It is your responsibility to ensure that you have followed the process for your health authority. Contact the human resources department at your health authority to confirm this process.

B.C.'s public health authorities include:

- Provincial Health Services Authority
- First Nations Health Authority
- Fraser Health
- Interior Health
- Island Health
- Northern Health
- Vancouver Coastal Health
- Providence Health Care

Each health authority has delegated a limited number of individuals with the authority to determine which BC PNP applications will be supported. Only these individuals are authorized to sign your Employer Declaration Form.

Note: BC Health Careers offers free recruitment information, services and support on behalf of B.C.'s health authorities.

4.2 (c) Direct employees of B.C. health authorities: You must be offered a regular, indeterminate, full-time job in an eligible occupation

You must be a direct employee of one of B.C.'s public health authorities listed in section 4.2 (b).

You must have a regular, indeterminate, full-time job offer in one of the following eligible health occupations:

- An occupation identified by the NOC as a health occupation (any NOC that starts with a 3)

- Social workers (NOC 41300)
- Therapists in counselling and related specialized therapies (NOC 41301)
- Social and community service workers (NOC 42201)

4.2 (d) Physicians and nurse practitioners: You must be qualified to work in your profession in B.C. and have the support of a B.C. health authority

The BC PNP acknowledges that many physicians and nurse practitioners are not direct employees of a B.C. health authority. However, to be eligible for the Health Authority stream, physicians and nurse practitioners must:

- have the support of a B.C. health authority (see section 4.2(b))
- be licensed or be eligible to be licensed to work as a physician or nurse practitioner in B.C.

Please refer to the Skills Immigration Application Guide for information about documentation requirements for professionals in these occupations.

4.2 (e) Midwives: You must be qualified to work in your profession in B.C. and have the support of a health authority or midwife practice group

The BC PNP acknowledges that many midwives are not direct employees of a B.C. health authority. However, to be eligible for the BC PNP Health Authority stream, midwives must:

- have the support of a B.C. health authority or midwife practice group
- be licensed to work as a midwife in B.C.

Please refer to the Skills Immigration Application Guide for information about documentation requirements.

4.2 (f) You must be qualified for the offered position

You must meet the qualifications criteria in section 3.7, and meet the education, training, experience, qualifications, and licensing required by the public health authority.

4.2 (g) Your employer must meet the employer requirements

The employer requirements are listed in Part 6 of this Program Guide.

4.2 (h) Additional requirements if you are using the Express Entry BC (EEBC) option

To use the EEBC option, you must have a valid IRCC Express Entry Profile Number and a Job Seeker Validation Code. These indicate that you meet the eligibility criteria for one of the federal economic immigration programs subject to IRCC's Express Entry system.

For more information, see Part 5: Using the Express Entry BC option.

If you are not using the EEBC option, you do not require an IRCC Express Entry Profile Number or a Job Seeker Validation Code.

4.3 Temporary Rural/Remote Health Support Initiative

This initiative is a temporary stream for B.C. **health authority employees** who are currently working in an eligible cleaning or security occupation in a rural/remote part of the province.

Please note that the Express Entry BC (EEBC) option is not available for this initiative.

4.3 (a) You must meet the General Requirements

You must meet the General Requirements listed in Part 3 of this Program Guide.

4.3 (b) You must demonstrate that you have obtained support from your health authority employer to apply to the BC PNP

Your health authority must agree to support your BC PNP application before you apply. Each health authority has its own process to determine which applications it will support, and health authorities **are not obligated** to support BC PNP applications. It is your responsibility to ensure that you have followed the process for your health authority. Contact the human resources department at your health authority to confirm this process.

B.C.'s public health authorities are:

- Provincial Health Services Authority
- First Nations Health Authority
- Fraser Health
- Interior Health
- Island Health
- Northern Health
- Vancouver Coastal Health
- Providence Health Care

Each health authority has delegated a limited number of individuals with the authority to determine which BC PNP applications will be supported. **Only these individuals are authorized to sign your Employer Declaration Form**.

4.3 (c) You must be currently working in a regular, indeterminate, full-time job in an eligible occupation with one of B.C.'s provincial health authorities

You must be a direct employee of one of the health authorities listed in 4.3 (b). Employees of contractors providing services to one of B.C.'s health authorities are not eligible.

Only the following occupations are eligible under this initiative:

- 64410 Security guards and related security service occupations
- 65310 Light duty cleaners
- 65312 Janitors, caretakers and heavy-duty cleaners

Your B.C. health authority employer must provide you with a signed job offer on official letterhead. For full details on the job offer requirements, refer to section 3.5 and section 6.6.

4.3 (d) Your current work location must be in a rural/remote part of the province with the same health authority that has signed your job offer letter.

If your work location is in one of the regional districts listed below (other than some islands within the Capital Regional District), you are **not** eligible under this initiative.

- Capital Regional District
    - Please note that within the Capital Regional District, some work locations are considered rural/remote for this initiative. They are Galiano Island, Mayne Island, Pender Island, Salt Spring Island, and Saturna Island.
- Central Okanagan Regional District
- Metro Vancouver Regional District

More information about regional districts in B.C. can be found here:
https://www2.gov.bc.ca/gov/content/governments/local-governments/facts-framework/systems

4.3 (e) Immediately prior to registering with the BC PNP, you must have been working full-time, year-round, for at least nine (9) consecutive months, in an eligible occupation with the same health authority employer

This nine-month period of consecutive work experience **must be in an eligible rural/remote work location**. Please see section 4.3 (d).

The BC PNP may allow for changes in your employment from one eligible occupation to a different eligible occupation with the **same employer** during the nine-month qualifying period.

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.

During the nine-month period, any type of leave longer than two weeks will not be counted towards the nine-month employment requirement. For example, if you worked for two months, then took a six-month parental leave, you would have to work for an additional seven months upon returning to work before you would be eligible for this initiative.

Medical/parental/maternity/extended vacation leave that is supported by documentation is an acceptable break in employment, however such leave does not contribute towards the accumulation of nine months of work experience for this initiative. You must still obtain the entire nine months of work experience and must be working full-time at the time you register and apply to the BC PNP.

Employment that is part of a program of study (such as co-op) or obtained while in Canada on a study permit does not qualify towards the nine-month consecutive employment requirement.

4.3 (f) Throughout the BC PNP application process you must continue working:

- Full-time

- In the same eligible occupation
- In the same rural/remote work location
- With the same health authority employer

4.3 (g) You must be able to demonstrate a history of meeting the minimum income requirement

You must be able to demonstrate that you have been meeting the minimum income requirement for the full nine-month period prior to submitting a registration and application. Please see section 3.10 for more information.

4.3 (h) You must have completed secondary education

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.

4.3 (i) Your employer must meet the Employer Requirements

The employer requirements are listed in Part 6 of this Program Guide.

Part 5: Using the Express Entry BC (EEBC) Option

Express Entry is a points-based online application management system introduced by Immigration, Refugees and Citizenship Canada (IRCC).

If you are in the federal Express Entry pool, and you also meet the criteria for one of the BC PNP Skills Immigration streams, you may be eligible to use the BC PNP's Express Entry BC (EEBC) option.

If nominated using the EEBC option, your federal Express Entry Profile will benefit from additional CRS (Comprehensive Ranking System) points. Also, your nomination will allow you to apply for permanent residence through IRCC's Express Entry system, and your application for permanent residence will receive fast processing offered through Express Entry.

If you are interested in applying to the BC PNP using the EEBC option, you need to meet all criteria for both the BC PNP Skills Immigration stream and the federal economic immigration program.

To apply to the BC PNP using the EEBC option, please carefully review the following requirements:

5.1 Meet criteria for one of IRCC's Express Entry programs

You must meet the minimum criteria for at least one of the federal economic immigration programs subject to IRCC's Express Entry system:

- 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. To determine if you qualify for IRCC's Express Entry system, complete the self-assessment, and if eligible, create a profile.

You must also meet IRCC's proof of settlement funds requirement. This requirement is separate from the BC PNP's minimum income requirements.

5.2 Obtain a valid IRCC Express Entry Profile Number and a Job Seeker Validation Code, and indicate your interest in immigrating to B.C.

You will be required to enter information regarding your education, language and work experience as part of IRCC's 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. You must also indicate that you are interested in settling in B.C.

5.3 Apply to the BC PNP using one of the Express Entry BC (EEBC) options

The BC PNP has EEBC options for the following BC PNP streams:

- Skilled Worker
- Health Authority

You must select the EEBC option for the appropriate stream in the BCPNP Online user portal.

Only occupations classified under NOC TEER 0, 1, 2 or 3 are eligible for consideration under the EEBC option. If you select the EEBC option and your job offer is classified under NOC TEER 4 or 5, your application will be refused.

You will also need to meet the general requirements listed in Part 3, as well as the applicable stream requirements listed in Part 4.

For more information about how to register and apply to the BC PNP, please review Part 7: Process.

5.4 Maintain your Express Entry profile

After completing an assessment of your application, the BC PNP can 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, or if you have received an invitation to apply (ITA) from IRCC before the BC PNP completes its assessment, your Express Entry profile will no longer be visible to the BC PNP. Therefore, the BC PNP will be unable to nominate you, even if you meet all the requirements for the BC PNP stream under which you applied.

If IRCC issues you an ITA before the BC PNP can nominate you in the Express Entry portal, and you still wish 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 cannot be approved.

5.5 Changing streams after registration/application

If you have registered or applied to the BC PNP without selecting the EEBC option, your registration/application cannot later be converted to the EEBC option.

Please refer to the Skills Immigration Application Guide for information about making changes to your registration or application.

Part 6: Employer Requirements

The Skills Immigration streams require a job offer and are designed to help B.C. employers recruit and retain the workers they need.

To ensure your employer is established in B.C. and is committed to offering you ongoing employment, all employers supporting applications through the BC PNP must meet specific requirements, which are described throughout part 6 of this Program Guide . The onus is on your employer to demonstrate that these requirements are met.

6.1 Generate Economic Benefit to British Columbia

Your employment must provide economic benefit to B.C. Examples of economic benefit include, but are not limited 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

6.2 Established in British Columbia

Your employer must be established, and have a physical presence, in B.C. For the purposes of the BC PNP, this means that your employer has an ongoing fixed place of business in B.C., such as an office, where employees can physically report to work on a regular basis.

6.3 Business Structure

Your employer must have one of the following business structures:

- Incorporated in B.C. or extra-provincially registered in B.C.

- Registered as a general, limited or limited liability partnership in B.C.

The BC PNP also accepts applications from the following public sector and non-profit organizations established in B.C.:

- Provincial and regional health authorities and agencies
- Public post-secondary education and training institutions
- Public school districts
- 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
- Bands/tribal councils/first nation governments
- Other non-profit groups registered as charitable organizations and/or incorporated under an applicable federal or provincial act.

6.4 Complete and Sign Employer Declaration Form

The organization that has offered you a job in B.C. (your supporting employer) must complete all sections of the Employer Declaration Form. Responses that do not directly answer the questions in each section, or that provide vague, imprecise statements such as 'not applicable,' or 'employee on valid work permit' will be considered incomplete and your application may be refused.

The Employer Declaration Form includes a declaration that your employer must sign, confirming that the information they are providing is truthful, complete, and correct. This must be signed by an employee or owner of the organization who has the authority and consent of the organization to support the BC PNP application, including any and all requirements of hiring a foreign worker. If your employer is a health authority, only a limited number of individuals have been delegated with the authority to sign this form. See section 4.2 and section 4.3 for more information.

Signing the Employer Declaration Form without authority or consent may result in a refusal of the application or, if applicable, a cancellation of the nomination.

6.5 Legally operate the business in B.C.

Your employer must be able to demonstrate that they are legally able to operate the organization in B.C.

Valid business licence

Your employer must have a valid municipal business licence or, if applicable, municipal licence agreement, that allows your employer and their employees to engage in business at a fixed location in B.C. If your employer is exempt from obtaining a business licence from the municipality, your employer should cite the municipal policy or regulation that allows the exemption.

Regulated businesses/industries

If your employer's business operates in a regulated industry, you must demonstrate that your employer has approval from the industry's governing body to operate.

Child care facilities

If you are employed as an early childhood educator or assistant (NOC 42202), your employer must be licensed by a provincial health authority to operate a child care facility.

6.6 Supporting Documentation

Your employer must provide you with supporting documentation about the employer's organization and about your job offer. These documents must be included in your application. The required documents include, but are not limited to:

- Signed job offer letter (see section 3.5)
- Signed Employer Declaration Form (see section 6.4)
- Recommendation letter
- Detailed job description
- Company/Organization information
- Certificate of Incorporation
- Municipal business licence

Please refer to the BC PNP Skills Immigration Application Guide for a complete list and description of additional documents your B.C. employer must provide.

6.7 Minimum Number of Years in Operation in British Columbia

Your employer must have operated in B.C. for at least one year.

Your employer may be required to provide additional documentation as evidence that the organization meets this requirement.

6.8 Minimum Number of Full-Time Employees in British Columbia

If your employer is located within the Metro Vancouver Regional District, your employer must have at least **five** indeterminate, full-time employees (or full-time equivalents) who are performing their work from within B.C.

If your employer is located outside of the Metro Vancouver Regional District, your employer must have at least **three** indeterminate, full-time employees (or full-time equivalents) who are performing their work from within B.C.

Full-Time Equivalent:

- A full-time employee refers to an employee who is working at least an average of 30 hours per week for the employer
- A part-time employee refers to an employee who is working less than an average of 30 hours per week for the employer

Employers may consider two part-time employees as one full-time equivalent position, as long as the total hours add up to at least an average of 30 hours per week.

Employees performing their work from outside of B.C. will not be included in the number of full-time employees.

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

Please note that for the purposes of the BC PNP, independent contractors are not considered as indeterminate employees. As such, independent contractors must not be included in an employer's declaration of the number of employees.

6.9 Follow laws and regulations

Your application may be refused if:

- Within the past two years, your supporting employer, or a director/owner of your supporting employer, has been issued penalties or fines by a government or regulatory body
- Within the past five years, your supporting employer, or a director/owner of your supporting employer, has been issued penalties or fines by a government or regulatory body for non-compliance with immigration-related laws or regulations
- Your supporting employer, or a director/owner of your supporting employer, is under investigation by a government or regulatory body
- Your supporting employer, or a director/owner of your supporting employer, has been charged with a criminal offence related to immigration or the operation of the business

If the BC PNP determines that your employer, or a director/owner of your supporting employer, does not appear to be in compliance with a municipal, provincial or federal law or regulation, the BC PNP may share this information with the government or regulatory body responsible for enforcing such law or regulation, and your application may be refused.

6.10 Make Genuine Efforts to Recruit Locally

BC PNP nominations must not adversely affect employment or development opportunities for Canadian citizens and/or permanent residents living in British Columbia. For that reason, your employer must make genuine and bona fide efforts to recruit from the local labour market.

Your employer can demonstrate that genuine and bona fide recruitment efforts were made by providing evidence such as the following:

- Specific efforts made to identify a Canadian citizen or permanent resident for the position
- Recruitment methods and duration that are consistent with industry standards and practices
- Qualifications listed in recruitment ads that:
    - are reasonable
    - are consistent with the occupation, i.e. targets an audience that has the appropriate education, professional experience or skill level for the occupation
    - do not include preferences that are not supported by the NOC, WorkBC or other industry standards
    - do not include preferences such as the ability to speak a language other than the official languages of English or French, unless the language is directly related to the job duties
    - do not require a candidate to have a foreign network or foreign work experience, and
    - are not specifically catered to a particular candidate
    - an adequate level of scrutiny exercised when verifying the qualifications of all potential candidates

Acceptable Recruitment Activities

While there are many types of recruitment activities, posting recruitment advertisements is a common practice in order to reach a large number of prospective candidates who are outside an employer's network.

At a minimum, recruitment advertisements should be posted on at least two acceptable recruitment advertisement locations for at least 14 days.

Acceptable recruitment advertisement locations include:

- Recognized job posting websites
- Professional association websites
- National newspapers, professional journals or newsletters

Recruitment advertisements should include:

- Employer's operating name
- Job title and duties
- Offered wage or wage range
- Location of work (local area, city or town)
- Contact information
- Skills requirements for the job, including:
    - education and/or qualifications
    - work experience

Additional Considerations

At its sole discretion, the BC PNP **may** consider the recruitment requirement met if one of the following applies:

- You are a senior executive, or highly specialized senior manager, or a highly specialized senior professional
    - 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, licensed human resources recruitment agency. See section 2.6 for further details on third-party recruiters
- You have a valid work permit or employment authorization and are currently working full-time for your supporting employer in B.C. in the occupation identified in the job offer

Please note that if you are in Canada on a valid study permit and currently working for your supporting employer in B.C., recruitment may **only** be considered met if, at the time of registration, you have graduated from your program of study.

Describing Recruitment Efforts

Your employer is required to describe their recruitment efforts on the Employer Declaration Form (see section 6.4), **even if you are currently working for your employer in B.C.** Your employer may be asked to provide evidence of a genuine and bona fide effort to recruit Canadian citizens and/or permanent residents living in British Columbia for your offered position.

Failure to demonstrate that genuine and bona fide efforts were made to recruit from the local labour market which led to your job offer, or failure to provide sufficiently compelling reasons why the recruitment requirement should be considered to have been met, or the failure to demonstrate that an adequate level of scrutiny was exercised when verifying the qualifications of all potential candidates, may result in the refusal of your application.

6.11 Genuine Need for the Position

Your employer must demonstrate that there is a genuine need for the position.

The position offered to you must align with – and be needed to maintain or grow – your employer's existing line of business. New lines of business may not be supported.

Positions performing work that is normally performed by outside contractors, or where the need for the position on an ongoing, full-time basis has not been demonstrated, may not be approved.

You and your employer must also be able to demonstrate that your position meets an eligible employment situation, as described in section 3.10.

6.12 Ineligible Employers

The BC PNP maintains the discretion to intervene and prohibit any employer from supporting an application in the circumstances described below. In addition, previous nominations may be cancelled if the BC PNP later finds that the supporting employer met the description of an ineligible employer at the time of nomination.

6.12 (a) Sexually oriented businesses

Employers involved in producing, distributing, or selling pornographic or sexually explicit products, or providing sexually oriented entertainment or services are not eligible to support an application to the BC PNP.

6.12 (b) Placement agencies

Placement agencies, employment agencies, staffing firms, professional employment organizations (PEOs), and similar firms, are not eligible to support an application to the BC PNP.

6.12 (c) Organizations that provide immigration advice/services

If your supporting employer directly employs immigration consultants or immigration lawyers, or if the employer's services include providing immigration advice, they are not eligible to support a BC PNP application.

In some cases, and at its sole discretion, the BC PNP may permit an employer that provides immigration advice/services to support a BC PNP application. Factors that may be considered include:

- Immigration services are not the main line of business for your employer, and your employer provides a broad range of services that are not related to immigration
- Immigration services provided by your employer are only for the purpose of meeting internal workforce needs
- Your job offer does not include providing immigration services, and the unit in which you work does not support the unit that provides immigration services
- Your supporting employer is a large organization

6.12 (d) Disreputable employers

Applications supported by any other type of organization – or activities of the organization – that by association would tend to bring the BC PNP or the Government of British Columbia into disrepute will be refused.

6.12 (e) Ownership

In the 5 years preceding your application, and throughout the BC PNP application process, you or your immediate and extended family members must not have held or exercised control over the organization that has offered you employment. This may refer to any of the following:

- Holding or exercising control over a combined ownership/equity stake of 10 per cent or greater in the B.C. organization that has offered you employment
- Situations in which another organization has acquired all or substantially all of your or your family member's organization and/or assets, and has now offered you employment.

Immediate and extended family members include – but are not limited to – your spouse, common-law partner, parents or parents-in-law, siblings or siblings-in-law, first or second cousins, first or second cousins of your spouse/common-law partner, children/grandchildren, or children/grandchildren of your spouse/common-law partner.

6.13 Commercial Vehicle Safety Certification

Employers that operate commercial vehicles, such as trucks or buses, require certification with B.C.'s National Safety Code (NSC) Program.

The safety rating on your employer's NSC certificate must be excellent, satisfactory, or satisfactory-unaudited.

To demonstrate that your employer has one of the safety ratings specified above, you must provide your employer's 9-digit NSC number. The carrier's name associated with the 9-digit NSC number must match your employer's legal name on your application.

6.14 Employer Responsibilities

In addition to meeting all employer requirements, your employer also has a responsibility to notify the BC PNP **within 30 days** if there are any changes to your employment.

Changes to your employment may include, but are not limited to:

- Demotions
- Terminations
- Layoffs
- Extended leaves (e.g. maternity leave, extended sick leave, etc.)
- Delayed start dates

- Closure of the supporting employer's organization
- Change of business ownership

Your employer can notify the BC PNP by emailing PNPInfo@gov.bc.ca.

Failure to notify the BC PNP of changes to your employment may result in a refusal of your application or a cancellation of your nomination, and may impact your employer's ability to support future employees through the BC PNP.

6.15 Other Considerations

At its sole discretion, the BC PNP may consider an application where the supporting employer does not meet the minimum requirements.

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 benefit to B.C.

At its sole discretion, the BC PNP may waive some employer requirements if the business is located on First Nation lands or unincorporated lands. The BC PNP may also waive some employer requirements for indigenous-owned businesses.

Part 7: Process

Part 7 provides information about the process to immigrate to B.C. through Skills Immigration.

The process starts when you create a profile with the BC PNP's registration and application system called the **BC PNP Online user portal.**

For **step-by-step instructions** on how to submit a registration (if applicable) and application through the BCPNP Online user portal, please refer to the Skills Immigration Application Guide.

The main steps to the Skills Immigration process are:



You are strongly encouraged to read the program and stream requirements in this Program Guide before you start the Skills Immigration process. Meeting the minimum eligibility requirements does not guarantee that you will be invited to apply, or that you will be nominated.

7.1 Registration

A registration is how you express interest in submitting an application for a nomination from the BC PNP. The information provided in a registration is used to rank, select, and invite candidates to apply. **You must meet program criteria at the time you submit your registration and throughout the BC PNP process**.

There is no fee to submit a registration, and you can submit a registration at any time.

You may only have one active BC PNP registration or one active BC PNP application at a time. This includes registrations and applications with Skills Immigration or Entrepreneur Immigration.

Once your registration is submitted and you have received your BC PNP registration number, your registration is entered in the registration pool for your stream.

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

If you meet the requirements for the **Health Authority stream**, you can apply directly to the stream; you do not need to submit a registration.

Please note that information you submitted in prior registrations may be considered in your application assessment.

7.1 (a) Submitting a registration

It is your responsibility to make sure the information in your registration is correct. If you **don't receive an invitation to apply** because your registration information was inaccurate, you will need to update your registration information and wait for the next invitation to apply. You will not retroactively receive an invitation to apply.

If the information in your registration differs from the information in your application, your application may be refused if we determine that you received an invitation to apply for which you did not – or no longer – qualify. This may include:

- Differences between your registration and application that result in a decrease of your total registration score, and your revised registration score is **below the minimum draw score** at the time you were invited to apply
- Differences between any information provided in your registration and application, such as your NOC or your work location, **if that information was used as a selection factor** in issuing you an invitation to apply

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

Please carefully review the program and stream requirements before submitting your registration.

7.2 Registration Scoring Factors

Once you submit a registration, you will receive a score based on the information you provided. For complete information about how your registration is scored, please see Part 8: Registration Scoring Factors.

7.3 Invitations to Apply (ITA)

If you receive an invitation to apply, you must submit a complete application within 30 calendar days. This 30-day period cannot be extended.

If you are invited to apply and submit an application that, upon assessment, does not meet program criteria, your application may be refused. This includes meeting the factors that were used to issue you an invitation to apply. If you receive a targeted invitation to apply and, upon assessment, it is determined that you did not, or no longer, meet the factors that were used to target your registration, your application will be refused.

Please note: After you receive an invitation to apply, your registration is automatically removed from the registration pool. It will be removed even if you do not submit an application.

7.3 (a) Issuing ITAs

Periodically, the BC PNP will invite candidates from the registration pool to submit an application.

Information provided in the registrations will be used to rank, select and invite candidates who are most likely to meet B.C.'s economic and labour market needs, based on one or more of the following attributes:

- Education – level and field of education and where it was completed
- Professional designation in B.C.
- Language skills
- Occupation
- Duration and skill level of work experience
- Wage and/or skill level of job offer
- Intent to live, work and settle in a specific region
- Strategic priorities – factors that address specific labour market needs in B.C., or support government pilot projects and initiatives

Invitations may be targeted to support B.C. government priorities, such as supporting specific business sectors, encouraging regional immigration, facilitating strategic pilot projects, and safeguarding the integrity of the program.

The BC PNP may limit the ITAs issued to a specific occupation in any given year.

Periodically, the BC PNP makes changes to how registrants are selected. This includes, but is not limited to, making changes to the scoring grid, updating registrants' scores, the length of time a

registration can remain in the registration pool, and the number and frequency of invitations to apply.

For information about invitations to apply, including previous invitation dates, the number of invitations issued, selection factors, and scores, please refer to the Invitations to Apply page of our website.

7.4 Application

If you received an ITA from the BC PNP, or if you are applying for the Health Authority stream, you may submit an application directly through the **BCPNP Online** user portal. An application is how you show that you meet all criteria for the stream you selected.

When you submit your application, you must pay the application fee and ensure you have included all required documents. Once it is assigned for review, the BC PNP will assess your application according to program and stream-specific criteria.

You, your employer or other third parties may be contacted to request additional documentation to verify information in your registration or application, and to determine if you meet or continue to meet all program requirements. Failure to provide required documents, or failure to provide additional documentation or information requested by the BC PNP, may result in a refusal of your application. Please see section 1.6 about inspections and information gathering.

If there are any changes to your employment or family circumstances after you submit your application, you must notify the BC PNP within **15 calendar days**. These changes may include but are not limited to: a change of employer, job title, salary or hours. Failure to notify the BC PNP of any changes to your information may result in a refusal of your application or a cancelation of your nomination.

Please refer to the Skills Immigration Application Guide for detailed instructions about how to apply, required documents and notifying the BC PNP of a change.

Please note: if you have requested a review of a previous BC PNP decision, the BC PNP will not accept a new registration or application from you until that request for review is finalized or withdrawn.

7.4 (a) 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
- In the 2 years immediately before the date of application, the applicant has had a previous nomination cancelled by the BC PNP

- The applicant or the supporting employer 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. See section 1.5 for information about misrepresentation
    - The BC PNP will also consider direction and ownership of other companies supporting BC PNP applications during the two-year period, and may refuse to accept applications where the supporting employer is directed by the same individuals found to have participated in misrepresentation on a previous application

- The applicant has another active application and/or registration
- The applicant has an active request for review

7.5 Choosing to Withdraw Your BC PNP Application

Application fees will only be refunded if you withdraw your application before the BC PNP begins to assess your application. For details on how to withdraw your application, please see the Skills Immigration Application Guide.

Please note that for program integrity purposes, the BC PNP reserves the right to assess your application and make a decision despite a withdrawal request. If it is determined that you/your employer made a misrepresentation in your application, which you knew or ought to have known, the Director of Provincial Immigration Programs may refuse to accept any future applications from you/your employer for a period of up to two years as per paragraph 3(3)(d) of the Provincial Immigration Programs Act and subsection 5(a) and 5(b) of the Provincial Immigration Programs Regulation.

7.6 Decision

Your application will be assessed in accordance with the Provincial Immigration Programs Act, the Provincial Immigration Programs Regulation, and against the BC PNP criteria and policies in place at the time you applied to the BC PNP.

If your application is approved, you will receive a Confirmation of Nomination that allows you to apply to IRCC for permanent residence under the Provincial Nominee Class.

If you are nominated by the BC PNP, you must maintain the conditions of nomination while you are awaiting a decision on your permanent residence application.

Please refer to the Skills Immigration Post-Nomination Guide to find details about what happens after you are nominated.

7.6 (a) Application for Permanent Residence to IRCC

If you are nominated by the BC PNP, you must apply to IRCC to become a permanent resident of Canada before your Confirmation of Nomination expires. If IRCC approves your permanent residence application, you will be issued a permanent resident visa which will enable you to become a permanent resident of Canada.

Once 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.

7.7 Request for Review

If your BC PNP application is refused (i.e. declined under section 4(1)(b) of the Act), you may request a review of the decision. 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.

The request for review must:

- Be submitted within **30** calendar days of the date of the decision notice if you are a resident in Canada, or **60** calendar days from the date of the decision notice if you are not a resident in Canada. Requests for review submitted outside of the applicable 30 or 60 day period **will not** be accepted.
    - Please note: residence in Canada is determined by the residential address stated in your profile on the BCPNP Online user portal. If the address stated in your profile is not your current residential address, your request for review may be considered invalid, and the original decision will be upheld.
- Identify the grounds on which the review is requested
- Be submitted by you or your representative

After you submit your review request, the BC PNP will either **confirm the original decision** or **re-evaluate the application**. You must provide any information the BC PNP requests to assess your request for review. Once a request for review decision has been made, the decision is considered final. The BC PNP does not accept subsequent requests for review for the same application.

Once a request for review is submitted, a new registration or new application to the BC PNP may not be submitted until your request for review is resolved.

Please note that the request for review fee is non-refundable.

Processing times for requests for review are found on our Process page.

Please refer to the Skills Immigration Application Guide about how to complete a request for review of an application decision.

7.8 Conditions of Nomination

If you are nominated by the BC PNP, you must comply with your specific conditions of nomination from the time you are nominated until you become a permanent resident or until

your application for permanent residence has been refused by IRCC. Your conditions of nomination will be provided to you at the time of nomination. Examples of conditions of nomination are described below.

Failure to abide by any of the conditions of nomination may result in a cancellation of your nomination. See section 7.11 for more information about nomination cancellations.

Please note that a nomination cancellation will impact your application for permanent residence with IRCC.

General

You must continue to demonstrate an ability and intent to live, work and economically establish in B.C.

It is a condition of nomination that you are not at any time

- Under a removal order in or outside of Canada, or require an Authorization to Return to Canada
- Working in Canada for any employer without authorization

If you are in Canada, you must:

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

You must not, at any time:

- Have an unresolved refugee claim in Canada
- Obstruct or interfere with an inspection by the BC PNP in relation to your application
- Retain a paid representative who is not qualified under the Act

Nomination with a Job Offer

If you do not have a valid work permit, you must apply for one **within three months** of your nomination date.

Also, **within three months** of receiving your work permit / work permit approval, you must make reasonable and continuous efforts to begin working in B.C. for your supporting B.C. employer.

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

- Maintain 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

If you are nominated under a stream that requires a job offer, and you are terminated from your employment for cause, the BC PNP may cancel your nomination, even if you obtain another job offer.

If you were nominated as a trades apprentice, you must continue to make active and ongoing progress towards obtaining your trade certification.

If you were nominated in a priority technology occupation, and your project-based work permit is expiring, you must:

- Obtain a new job offer with an eligible B.C. employer in a technology occupation.
- Inform the BC PNP of the change to your employment status

Other Conditions

You and your immediate and extended family members must not hold a combined ownership/equity stake of 10 per cent or greater in the B.C. organization that has offered you employment. Please see section 6.12 for more information.

You must provide any information requested by the BC PNP to verify that conditions of nomination continue to be met.

You, your supporting employer and/or representative must not be found to have misrepresented information to the BC PNP in relation to your application, either before or after nomination.

You are responsible for updating your contact information in your BCPNP Online profile and ensuring that it is current and up-to-date. You should ensure that it remains current until IRCC has concluded your application for permanent residency, so that you will receive any important messages from program staff. If you do not keep this information updated and as a result, you do not receive and/or respond to important notices from the BC PNP, your inaction may lead to the cancellation of your nomination.

Informing the BC PNP of Changes Following Nomination

If you have been nominated by the BC PNP, you have an ongoing obligation to notify the BC PNP of any material changes in your circumstances **within 30 days** of the change taking place. Changes to your circumstances may include:

- You have been terminated, laid off or have otherwise stopped working for your supporting employer
- You have been demoted, gone on extended leave, or the organization has closed or changed ownership
- Your regular working hours have decreased below 30 hours per week
- You no longer meet the minimum income requirements
- Your wage has decreased
- Your immigration status has changed

- You have had a work permit application refused
- You do not start working for your B.C. employer upon arrival in Canada
- You have a change in the number of dependants in your family unit
- There has been any other material change in your employment or immigration circumstances

7.9 How to Notify the BC PNP of Changes After Nomination

Notifying the BC PNP of a Change of Employer, Job Title, Duties or Work Location

To notify the BC PNP of such changes, please see the Skills Immigration Post-Nomination Guide.

We strongly encourage you to submit your request early to allow enough time for processing. Please refer to the Processing Times page of the BC PNP website for more information.

7.10 Extension of Nomination

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.

If you were nominated under an Express Entry BC option, and your Express Entry profile expired after nomination but before you received an invitation to apply from IRCC, you must create a new Express Entry profile and inform the BC PNP. In this situation, the BC PNP may reissue your nomination.

Please see Informing the BC PNP of Changes After Nomination for more information.

7.11 Cancellation of Your Nomination

The BC PNP may cancel your nomination if it finds you have failed to comply with any conditions of nomination.

The BC PNP may cancel your nomination should it be determined that your supporting employer was not eligible to support a BC PNP application. Your nomination may also be cancelled if you, or your supporting employer, misrepresented information in any submission to the BC PNP.

If your nomination is cancelled by the BC PNP under section 6 of the Act, you are not entitled to have that decision reviewed by the BC PNP under the internal review process set out in section 7 of the Act.

7.12 Obtaining a Work Permit

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

- **A BC PNP nomination by itself does not authorize you to work in B.C.**
- **The BC PNP cannot apply for a work permit on your behalf.**

If you require a work permit, you must apply to the federal government for the work permit. IRCC and the Canada Border Services Agency (CBSA) are responsible for issuing work permits. For more information about temporary status in Canada, including work permits and study permits, please refer to IRCC's website.

If nominated, you may be eligible to receive a **work permit support letter** issued by the BC PNP so you can apply to obtain or renew a work permit from the federal government to start or continue working in B.C. for your employer. Work permit support letters allow you to apply for a work permit from the federal government without the need for a Labour Market Impact Assessment (LMIA).

Please note:

- A work permit support letter will only be issued to you if you have been approved as a nominee by the BC PNP
- You are responsible for applying for a work permit from the federal government
- You are expected to obtain and/or maintain a work permit following nomination
- Your employer may need to pay an Employer Compliance Fee to IRCC before you can submit a work permit application

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

- You do not already have a valid work permit

  OR

- Your current work permit will expire in the near future

Following nomination, and in response to a written request from you through BCPNP Online, 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 in the near future
- You submitted an application for permanent residence to IRCC as a BC PNP nominee before the nomination expiry date
    - note**:** if you have not yet submitted an application for permanent residence as a nominee and your BC PNP nomination expiry date has not passed, you may request a work permit support letter

- You continue to meet the conditions of nomination

If you were nominated under the International Post-Graduate stream, please see the Skills Immigration Post-Nomination Guide for special instructions.

Part 8: Registration Scoring Factors

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 your application. The maximum score available is 200.

Scoring Sections		Max. Points
Human Capital Factors (120)	Directly Related Work Experience	40
	Highest Level of Education	40
	Language Proficiency in English or French	40
Economic Factors (80)	Hourly Wage of the B.C. Job Offer	55
	Area Within B.C.	25
Total Points Available		**200**

Human Capital Factors

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

8.1 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 regular 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.

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 TEER category equal to or higher than the NOC TEER category 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. For NOC TEER 0 job offers, work experience in a related NOC TEER 1 occupation may also be considered.

All 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.

Doctoral-level work experience and co-op work experience

Doctoral-level work experience and co-op work experience may be accepted in specific circumstances. Please refer to section 3.8 for more information about work experience.

As stated above, for directly related work experience to be eligible for registration points, you must be able to satisfactorily demonstrate how this work experience is directly related to your job offer. Similarly, your experience must have been obtained in the last 10 years.

Additional points for at least 1 year of directly related experience in Canada

You may be eligible for additional points if you have at least one year of directly related work experience in Canada with an employer established in Canada.

- 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 in Canada.
- If you were working 30 regular hours or more per week, you must have at least 12 months of work experience
- If you were working less than 30 regular hours per week, you must have at least 24 months of work experience
- Student work experience that is not part of a paid co-op work term does not count towards points for the one year of directly related work experience in Canada.

Additional points for currently working full-time for your supporting B.C. employer

You may be eligible for additional points if you are currently working full-time (30 regular hours per week or more) in B.C. in the same occupation (i.e. same NOC code) and with the same employer that is identified in your current BC PNP registration.

You are not eligible for these additional points if the occupation identified in the job offer is a future promotion from your current occupation with the employer, or if your employment is unpaid.

Directly Related Work Experience in the Occupation of B.C. Job Offer	Points
5 or more years	20
At least 4 but less than 5 years	16
At least 3 but less than 4 years	12
At least 2 but less than 3 years	8

At least 1 but less than 2 years	4
Less than 1 year	1
No experience	0
Additional points:	
At least 1 year of directly related experience in Canada	10
Currently working full-time in B.C. for the employer in the occupation identified in the BC PNP registration	10
Maximum Score Available	**40**

Acceptable Absences or Leaves

When assessing your directly related experience in the job that has been offered to you, the BC PNP will only consider the time you were working (i.e. performing the duties of the position for pay). If you were on a leave of absence or on extended leave, that time away from your position will not be counted towards your directly related work experience, even if you remained employed during that period. Reasonable vacation periods will not be deducted from your work experience.

8.2 Highest level of education

Points for education are based on 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 receive points for your master's degree.

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

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

Your education is not eligible for points if it is a distance education learning program from an educational institution in Canada.

Additional points for completing education in B.C. or Canada

You may be eligible for additional points for one of the following:

- You completed the highest level of education indicated in your registration at a post-secondary institution within B.C.

- You completed the highest level of education indicated in the registration at a post-secondary institution within Canada, outside of B.C.

Language training programs (e.g. English as a Second Language (ESL), or English as a Foreign Language program) or distance education learning programs are not eligible for these additional points.

These additional points will **only be awarded to the highest level of education indicated in your registration**. For example, if you indicate that your highest level of education is a master's degree from outside of Canada (22 points), you will not qualify for additional points for any education you obtained in Canada.

Education	Points
Doctoral Degree	27
Master's Degree	22
Post-Graduate Certificate or Diploma*	15
Bachelor's Degree	15
Associate Degree	5
Post-secondary Diploma/Certificate (Trades or Non-Trades)	5
Secondary School (High School) or Less	0
Additional points for education in B.C. or Canada	
Post-secondary education completed in B.C., **or**	8
Post-secondary education completed in Canada (outside of B.C.)	6
Additional points for professional designation in B.C.:	
Eligible professional designation in B.C.	5
Maximum Score Available	**40**

*Post-graduate, post-degree or post-baccalaureate certificates or diplomas are post-graduate academic qualifications taken after a bachelor's degree. These credentials are usually granted by a university or a graduate school. It normally takes two or more study terms to complete. Please note for the purposes of the BC PNP, for a program to be considered "post-graduate", a bachelor's degree must be the minimum educational requirement for admission into the program.

Additional points for eligible professional designations in B.C.

You may be eligible for additional points if you have been offered a job in an occupation listed on the table below, and you have completed the corresponding B.C. professional designation that is **associated with the job offered to you**.

Occupation	Eligible Professional Designations in B.C.
Any Trade	Trades workers who have a valid trade certificate issued by SkilledTradesBC or trades apprentices registered with SkilledTradesBC • A valid trade certificate includes Red Seal endorsement certificates issued by other Canadian provinces and territories
Dental Assistants: NOC 33100	Dental Assistants certified with British Columbia College of Oral Health Professionals
Dental Hygienists: NOC 32111	Dental Hygienists registered with British Columbia College of Oral Health Professionals
Dental Technicians: NOC 32112	Dental Technicians registered with British Columbia College of Oral Health Professionals
Denturists: NOC 32110	Denturists certified with British Columbia College of Oral Health Professionals
Early Childhood Educators (ECE): NOC 42202	ECEs with a valid ECE One Year or ECE Five Year Certificate with the Early Childhood Educator Registry ECE Assistant certificates are **not** eligible for Professional Designation points
Health Care Aide: NOC 33102	Health Care Aides registered with BC Care Aide & Community Health Worker Registration
Pharmacy Technicians: NOC 32124	Pharmacy Technicians registered with The College of Pharmacists of British Columbia
Practical Nurses: NOC 32101	Practical Nurses licenced with The British Columbia College of Nurses and Midwives
Traditional Chinese medicine practitioners and acupuncturists: NOC 32200	Practitioners licensed through The College of Traditional Chinese Medicine Practitioners and Acupuncturists of BC
Veterinary technicians: NOC 32104	Veterinary Technicians registered with British Columbia Veterinary Technologists Association

8.3 Language proficiency

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

Points for language proficiency are based on the lowest Canadian Language Benchmark (CLB) score obtained in each of the four competencies: listening, speaking, reading, and writing.

While language proficiency test results may not be a requirement for you, 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.

Additional points for both English and French proficiency

You may be eligible for additional points if you meet all of the following criteria:

- You have completed both a valid English and French language proficiency test within the past two years
- You scored CLB 4 or higher in each of the four competencies on both tests
- You provide a copy of your valid English and French language proficiency tests at application

Please see section 3.4 for information about accepted language proficiency tests.

Canadian Language Benchmark Level	Points
9+	30
8	25
7	20
6	15
5	10
4	5
Below 4 or no test submitted	0
Additional points:	
Language proficiency in both English and French	10
Maximum Score Available	**40**

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 benefit to B.C.

8.4 Hourly wage of the B.C. job offer

Points for wage are based on the hourly wage stated in your job offer. 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 receiving a higher registration score or for meeting invitation selection factors.

When assessing your wages, the BC PNP will only consider your hourly rate of pay. 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.

Calculating your hourly wage
If your job offer does not list your hourly wage, your hourly wage will need to be calculated for registration scoring purposes. To calculate your hourly wage, divide your annual wage by 52 weeks, then divide the result by the number of hours you work per week.

Hourly wage = annual wage ÷ 52 (weeks per year) ÷ hours of work per week

Please note that the BC PNP will not accept hourly wage calculations that use less than 30 hours per week or that exceed 40 hours per week.

If you have a **full-time** job offer in B.C. as an **elementary or secondary school teacher**, your hourly wage is calculated as follows: annual wage ÷ 52 (weeks per year) ÷ 30 (hours per week). This calculation is used regardless of the number of weeks per year or hours per week that you actually work.

Hourly Wage of the B.C. Job Offer in Canadian dollars (CAD)	Points
$70.00 CAD and above	55
$69.00 to $69.99 CAD	54
$68.00 to $68.99 CAD	53
$67.00 to $67.99 CAD	52
$66.00 to $66.99 CAD	51

$65.00 to $65.99 CAD	50
$64.00 to $64.99 CAD	49
$63.00 to $63.99 CAD	48
$62.00 to $62.99 CAD	47
$61.00 to $61.99 CAD	46
$60.00 to $60.99 CAD	45
$59.00 to $59.99 CAD	44
$58.00 to $58.99 CAD	43
$57.00 to $57.99 CAD	42
$56.00 to $56.99 CAD	41
$55.00 to $55.99 CAD	40
$54.00 to $54.99 CAD	39
$53.00 to $53.99 CAD	38
$52.00 to $52.99 CAD	37
$51.00 to $51.99 CAD	36
$50.00 to $50.99 CAD	35
$49.00 to $49.99 CAD	34
$48.00 to $48.99 CAD	33
$47.00 to $47.99 CAD	32
$46.00 to $46.99 CAD	31
$45.00 to $45.99 CAD	30
$44.00 to $44.99 CAD	29
$43.00 to $43.99 CAD	28

$42.00 to $42.99 CAD	27
$41.00 to $41.99 CAD	26
$40.00 to $40.99 CAD	25
$39.00 to $39.99 CAD	24
$38.00 to $38.99 CAD	23
$37.00 to $37.99 CAD	22
$36.00 to $36.99 CAD	21
$35.00 to $35.99 CAD	20
$34.00 to $34.99 CAD	19
$33.00 to $33.99 CAD	18
$32.00 to $32.99 CAD	17
$31.00 to $31.99 CAD	16
$30.00 to $30.99 CAD	15
$29.00 to $29.99 CAD	14
$28.00 to $28.99 CAD	13
$27.00 to $27.99 CAD	12
$26.00 to $26.99 CAD	11
$25.00 to $25.99 CAD	10
$24.00 to $24.99 CAD	9
$23.00 to $23.99 CAD	8
$22.00 to $22.99 CAD	7
$21.00 to $21.99 CAD	6
$20.00 to $20.99 CAD	5

$19.00 to $19.99 CAD	4
$18.00 to $18.99 CAD	3
$17.00 to $17.99 CAD	2
$16.00 to $16.99 CAD	1
Less than $16.00 CAD	0
Maximum Score Available	**55**

8.5 Area of employment within B.C.

This factor recognizes the challenges faced in regional and semi-regional communities to attract and retain workers. You will be scored based on your main work location in B.C. Your main work location is where you regularly and physically report to work, and where you can reasonably perform the job duties listed in your job offer. If you work from home, your area of employment is determined by your residential address. Your area of employment score will be automatically calculated when you submit your registration.

You are not eligible for these points if the BC PNP determines that you cannot reasonably perform your job duties from the work location stated in your registration and application.

- Area 1 includes the Metro Vancouver Regional District (MVRD).
- Area 2 includes communities within the municipal boundaries of Squamish, Abbotsford, Agassiz, Mission, and Chilliwack.
- Area 3 includes any community not captured in Areas 1 or 2

Additional points for regional experience or regional alumni

If the work location identified in your job offer is in **Area 2 or 3**, you may be eligible for regional experience or regional alumni points. If the work location identified in your job offer is in Area 1, you are not eligible for these additional points.

Regional experience:

To qualify for regional experience points, you must have completed at least one year full-time (or full-time equivalent) paid employment:

- In Area 2 or 3 (i.e. outside of the MVRD)
- Within 5 years prior to registering with the BC PNP

Regional alumni:

To qualify for regional alumni points, you must have graduated from a **public** B.C. post-secondary institution:

- Located outside of the MVRD
- That you attended while you were residing outside of the MVRD
- Within 3 years prior to registering with the BC PNP

You are not eligible for regional alumni points if you graduated from a private institution.

Programs of study that are eligible for regional alumni points must be at least 8 months (two semesters) of full-time equivalent coursework, excluding co-op work terms, practicums and internships.

You are not eligible for these additional points if you completed a language training program (e.g. English as a Second Language (ESL), or English as a Foreign Language) or distance education learning program. You may be requested to provide a letter from your educational institution that confirms your program meets this requirement.

Area of employment within B.C.	Points
Area 1: Metro Vancouver Regional District	0
Area 2: Squamish, Abbotsford, Agassiz, Mission, and Chilliwack	5
Area 3: Areas of B.C. not included in Area 1 or 2	15
Additional points:	
Regional Experience, or	10
Regional Alumni	
Maximum Score Available	**25**

If you qualify for both regional experience and regional alumni points, you will only receive points for one factor (max 10 points).

Appendix A: Limited term job offers

Job offers in some occupations do not need to be indeterminate, as long as all of the following criteria are met:

- Your job offer is for a single job in one of the occupations listed in this appendix
- Your job offer is at least one year in duration (365 days)
- There are at least 120 calendar days remaining on your job offer at the time of application
- You meet any relevant occupation-specific criteria listed in this appendix
- You meet all other program criteria

University Professors and Lecturers

41200 University professors and lecturers

- Your job offer must be from a public university in B.C.
- You must have a doctoral level degree

Teachers

41220 Secondary school teachers

41221 Elementary school and kindergarten teachers

- For both these occupations, your job offer must be from a public K-12 school in B.C.

Technology

10030 Telecommunication carriers managers
20012 Computer and information systems managers
21100 Physicists and astronomers
21210 Mathematicians, statisticians and actuaries
21211 Data scientists
21220 Cybersecurity specialists
21221 Business systems specialists
21222 Information systems specialists
21223 Database analysts and data administrators
21230 Computer systems developers and programmers
21231 Software engineers and designers
21232 Software developers and programmers
21233 Web designers
21234 Web developers and programmers
21300 Civil engineers

21301 Mechanical engineers
21310 Electrical and electronics engineers
21311 Computer engineers (except software engineers and designers)
21320 Chemical engineers
21399 Other professional engineers
22110 Biological technologists and technicians
22220 Computer network and web technicians
22221 User support technicians
22222 Information systems testing technicians
22310 Electrical and electronics engineering technologists and technicians
22312 Industrial instrument technicians and mechanics
50011 Managers – publishing, motion pictures, broadcasting and performing arts
51111 Authors and writers (except technical)
51112 Technical writers
51120 Producers, directors, choreographers and related occupations
52119 Other technical and coordinating occupations in motion pictures, broadcasting and the performing arts
52112 Broadcast technicians
52113 Audio and video recording technicians
52120 Graphic designers and illustrators
53111 Motion pictures, broadcasting, photography and performing arts assistants and operators

This page intentionally left blank