



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](https://www.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.

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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.

December 4, 2025

Minor edits throughout for formatting and grammatical consistency and accuracy.

Section 8.4 Hourly wage of the B.C. job offer: Added instruction for accurately calculating hourly wage for registration scoring purposes

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 and these may occur without notice. 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.

In the event of a discrepancy between this guide and other sources, the information in this guide shall be considered correct.

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

The first part of this guide introduces the purpose of the BC PNP and Skills Immigration, as well as important information about fees, your responsibilities and what you can expect throughout the process. 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 applicants with or without a job offer.

Part 4: The Skills Immigrations Streams

Part 4 provides an overview of all three 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 how to register and apply to the BC PNP, eligibility requirements for a refund, 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.

Skills Immigration also has other useful guides:

The BC PNP Skills Immigration Technical Guide provides detailed, step-by-step information about how to register, apply, check your status or update your profile in the BCPNP Online user portal. It also includes lists of the documentation you are required to provide when you submit an application.

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

These guides and other program lists and forms can be found on the [Documents](#) page of our website.

1.2 General Information

- BC PNP registrations and applications must be submitted through the BCPNP Online user portal.
- Carefully review the information in this guide before submitting a registration or application. If you select the wrong stream or the wrong EEBC option, your registration/application **cannot** later be converted to a different stream or a different EEBC option.
- It is your responsibility to ensure that all the information you submit in your registration and application is accurate, complete, and correct.
- There is no cost to register for the BC PNP. You are required to pay an application fee when you submit your application. Please visit the [BC PNP Fees](#) page for more information about program fees.
- Even if you have a representative, you must personally have direct access to the email address and phone number used for your application so that you can receive all BC PNP correspondence.
- Before making your submission to the BC PNP, check the [Documents](#) page to make sure you are using the most recent version of any forms or documents. If you submit an outdated version of a BC PNP form or document, you may be required to resubmit the document using the latest version.
- If you are applying to a stream that requires a job offer, your employer must agree to support your application. Your application will not be approved without your employer's support.
- Incomplete applications will not be approved.
- Should your application be approved, you must comply with the conditions of your nomination.
- The BC PNP reserves the right to prioritize applications for occupations that are in high demand or that contribute significant economic benefit to British Columbia.

What to Expect During the Skills Immigration Process:

Most Skills Immigration streams require that you submit a registration to the stream that best fits your situation. A registration is an expression of interest to be considered for the BC PNP; it is **not** an application to Skills Immigration and does not guarantee that you will be invited to apply. Registrations are submitted through the [BCPNP Online user portal](#).

At the application stage of the process, you will be required to provide documentation to verify the information you have provided in your registration or application. To help facilitate processing, we strongly recommend that you ensure your application contains all the required information and documentation when you submit it. You should submit sufficient evidence to support the information you have provided.

At any point in the BC PNP process, we may request further information or documents to substantiate the information provided in your registration or application. If you receive a request for more information by email, it will usually include a date by which you should respond. If you do not respond within the timelines given, your application may be refused.

As we assess your application, we may conduct an inspection of your supporting employer's business, or any other business, to ensure they meet all requirements. This is explained further in [section 1.6 Inspections and Information Gathering](#).

[Processing times are listed on our website](#) and 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.

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

In submitting 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 profile 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. Please ensure that your personal contact details remain up to date in the [BCPNP Online user portal](#) 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

As per section 11 of the [Provincial Immigration Programs Act](#), the BC PNP may conduct an inspection of the supporting employer's business, or any other business, 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.

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

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 [making a complaint about an employer or an immigration representative](#).

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 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 submit a [Use of Representative form](#). If your employer is authorizing someone to represent them, they must also complete their own Use of a Representative form. You must submit your employer's form at the time you apply. This form is required even if your employer is appointing the same representative.

Once the form is completed and the declaration signed, complete all of the following steps:

- Log into your [BCPNP Online](#) profile
- Complete all information in the 'My Representative' tab

- Upload a Use of a Representative form – applicant

By completing the BC PNP's Use of Representative form, you (and your employer where applicable) 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.

2.5 Changing or Removing Your Representative

You may only have one representative at any given time. If you wish to change your representative during the BC PNP registration or application process, or if you wish to remove a representative, you must update your representative's information in your BCPNP Online profile.

To change representatives, complete all of the following steps:

- Log into your [BCPNP Online](#) profile
- Update all information in the 'My Representative' tab
- Complete and upload a new Use of Representative form – applicant (and if applicable, a Use of Representative form for your employer)

Once all these steps are complete, 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.

Submitting a new Use of a Representative form will automatically cancel any previously appointed representative.

To remove your representative from your application, log into your BCPNP Online profile, remove information regarding your representative, and send an email to pnpinfo@gov.bc.ca to inform the BC PNP that you no longer have a representative.

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

BC PNP Skills Immigration has different streams designed to target workers with the skills, experience and qualifications needed by B.C. employers. These streams are designed for individuals with specific skills and competencies, and who are committed to live, work, and economically establish in B.C.

To receive a nomination, you are expected to meet all program requirements at the time you register. You must meet all program requirements at the time you apply. In addition, you must 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.

The requirements listed in 3.1 to 3.3 apply to all Skills Immigration streams:

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
- 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](#).

The requirements listed in sections 3.4 to 3.11 apply to all Skills Immigration streams that require a job offer:

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

[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 letter

You must submit a job offer letter from an eligible B.C. employer. If you select a stream that requires registration with the BC PNP, the job offer must be valid at the time of registration and throughout the BC PNP application process. If you select a direct application stream, the job offer must be valid at the time of application and throughout the BC PNP application process.

The job offer letter must:

- Show that the offered position is for an occupation that is eligible under the stream you selected
- Be for full-time employment for a job in B.C. (see section 3.5(b))
- Be for an indeterminate job (i.e. the job offer does not have an end date), unless your job offer meets the criteria in section 3.5(c)
- Be signed and dated by a B.C. employee, or owner, of the company who is authorized to hire employees
- Be signed and dated by you confirming that you accept the job offer

See [section 6.6](#) for further details on the supporting documents your employer must provide.

3.5 (b) Full-time job offer

Your job offer must be for one 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, except as described below. Indeterminate means the job offer must not be temporary or have a defined end date.

Priority technology occupations

Job offers in one of the BC PNP's priority technology occupations do not need to be indeterminate as long as the following criteria are met:

- Your job offer must be for a single job in one of the BC PNP's priority technology occupations. See [the BC PNP's sector-specific selection of workers section](#) for more information.
- Your job offer must be **at least one year** in duration (365 days)
- There must be at least 120 calendar days remaining on your job offer at the time of application

University Professors and Lecturers

Job offers in NOC 41200 (university professors and lecturers) do not need to be indeterminate as long as the following criteria are met:

- Your job offer is from a public university in B.C.
- You have a doctoral level degree
- Your job offer remains valid throughout the BC PNP application process

3.6 Eligible B.C. Employer

Your employer must meet specific requirements to support your BC PNP application. This includes agreeing to support your application throughout the BC PNP application process by providing the BC PNP with supporting documentation and submitting a signed Employer Declaration Form.

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, work experience, 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.

Any work experience you declare to the BC PNP, either for points or to meet criteria, must:

- Be for work experience in which you received, or are receiving, wages for the work you performed.
 - Work experience for which you did not receive wages for the work performed is not eligible for meeting work experience criteria or for scoring registration points.
 - The only exception is if you have a job offer in NOC 41200 at a public university in B.C.; unpaid work experience in NOC 41200 at a public university in B.C. is eligible for both registration points and for meeting the stream requirements.

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 business 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 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](#) of this guide.

3.9 Minimum Income

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

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

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 3.8 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 income requirements for your family size and area of residence in B.C.

Family Income Threshold by Area of Residence		
Size of Family	Metro Vancouver Regional District	Rest of B.C.
1	\$29,380 CAD	\$24,486 CAD
2	\$36,576 CAD	\$30,482 CAD
3	\$44,966 CAD	\$37,473 CAD
4	\$54,594 CAD	\$45,499 CAD
5	\$61,920 CAD	\$51,604 CAD
6	\$69,835 CAD	\$58,201 CAD
7 or more	\$77,751 CAD	\$64,798 CAD

The income thresholds in this table represent an amount calculated from the 2022 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.

3.10 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 for an organization
- You do not hold or exercise control over an ownership stake of 10 per cent or greater in the company 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.

3.11 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.

Each of the three streams has a unique set of criteria 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. Please refer to [part 7 Process](#) for more information about applying to a Skills Immigration stream.

Eligibility for many 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](#).

BC PNP's Skills Immigration streams are:

Stream	Who is it for?	Eligible NOC TEERs	EEBC Option?
Skilled Worker	Experienced managers, professionals, and skilled tradespeople	NOC TEER 0, 1, 2 and 3	Yes
Health Authority	Select health workers employed by B.C. provincial health authorities	Select occupations in NOC TEER 0, 1, 2 and 3	Yes
Entry Level and Semi-Skilled	Workers in tourism/hospitality, and food processing	Select occupations in NOC TEER 4 and 5	No

Program Priorities

The BC PNP supports the government's broader strategic goals and uses various tools to select and prioritize prospective economic immigrants. See [section 7.3 \(a\)](#) for details on how invitations to apply may be targeted.

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 a skilled occupation (NOC TEER 0, 1, 2, or 3)

Your employer must provide you with a signed job offer on official company letterhead. For full details on the job offer requirements, refer to [section 3.5](#) and [section 6.6](#).

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 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.

Work experience obtained in paid co-op work terms is eligible 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 two-year skilled work experience requirement, 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.

Student work experience that is not part of a paid co-op work term does not count towards this requirement.

Work experience as a university professor / lecturer (NOC 41200)

If you have been offered a job that is classified under NOC 41200 (university professors and lecturers) at a public university in B.C., then any experience you obtained through research or coursework as part of your doctoral-level degree can be used to demonstrate that you meet the two-year skilled experience requirement. This research or coursework experience is not required to be paid, and must have been obtained within the last ten years.

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

If you have an 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 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.

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 an 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 an 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, nurse practitioners, and midwives: You must be ready to work in your profession in B.C. and be able to provide supporting documentation from a B.C. public health authority

If you are a physician, nurse practitioner or midwife who is, or will soon be, working in B.C. with the support of a B.C. public health authority or midwife practice group, you may be eligible for this stream.

Your application must include a recommendation letter and supporting documentation from a B.C. public health authority or midwife practice group that confirms:

- Your qualifications
- That you are or will soon be working as a physician, nurse practitioner, or midwife in B.C.
- Your work location
- That the health authority or midwife practice group supports your BC PNP application

4.2 (e) 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 (f) Your employer must meet the employer requirements

The [employer requirements are listed in Part 6](#) of this Program Guide.

4.2 (g) 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 Entry Level and Semi-Skilled (ELSS) Stream - including employment in the Northeast Development Region

You may be eligible for this stream if you are currently working in B.C. in an eligible occupation in the tourism/hospitality, or food processing sectors.

OR

If you are currently working in the [Northeast Development Region](#) of the province, you may be eligible for this stream if you are employed in **any** NOC TEER 4 or 5 occupation, other than in-home caregivers (NOC 44100 – Home child care providers or 44101 – Home support workers, caregivers and related occupations).

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

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 be offered an indeterminate, full-time job in an ELSS-eligible occupation

All ELSS-eligible occupations are classified as NOC TEER 4 or 5 under the [National Occupational Classification](#) (NOC) system.

A [complete list of ELSS-eligible occupations](#) is on our website.

ELSS-eligible occupations are divided into two key sectors:

- Tourism and hospitality
- Food processing

Your 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 (c) 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 any eligible ELSS occupation with the B.C. employer supporting your BC PNP application

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

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 the ELSS stream. 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.

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 the ELSS stream.

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 (d) You must maintain full-time employment in an ELSS-eligible occupation with your supporting employer in B.C. throughout the BC PNP application process

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

- The requirement for nine (9) months of full-time employment on a valid work permit in B.C. was met at the time of current registration
- The job offer in an ELSS-eligible occupation remains valid throughout the current registration and application process

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

4.3 (e) 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 3.9](#) for more information.

4.3 (f) 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 (g) 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 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 one of the federal economic immigration programs.

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](#)

At the time of registration (or at the time of application if you submitted an application to the Health Authority stream), you will need to select the EEBC option under the appropriate stream that applies to you.

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.

Should you choose to accept the invitation from IRCC, you can request a withdrawal of your BC PNP application. See [section 7.5](#).

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.

If you wish to apply under a different stream than the one you have selected, including a stream with the EEBC option, you can withdraw your BC PNP registration/application and submit a new one under the appropriate stream. Please see [BC PNP's refund policy in section 7.5](#).

Part 6: Employer Requirements

Most of the BC PNP's 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 in this section. You must have your employer's support before you apply. 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

Your employer must complete the [Employer Declaration Form](#), which includes a declaration your employer must sign, confirming that the information they are providing is truthful, complete, and correct.

All sections of the Employer Declaration Form must be completed. 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 must be signed by an employee or owner of the company who has the authority and consent of the company 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 \(b\)](#) 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 business 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

Signed Job Offer Letter

Your employer must provide you with a job offer letter that is:

- Written on official company letterhead

- Signed and dated by an employee, or owner, of the company who is authorized to hire employees
- Signed and dated by you confirming that you accept the offer

In addition, your employer must provide you with documentation that confirms:

- Your job title and duties
- Your hourly and annual wage
- Your regular hours of work
- Your work location, and whether you will regularly work remotely
- That the position is indeterminate* and full-time (at least an average of 30 regular hours a week, year-round)
- Any discretionary benefits in addition to those required by law (such as pension and medical plans, disability insurance, sick pay, accommodation and meal allowances, and extra paid vacations)
- If the position is covered by a collective agreement, a reference to the agreement

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](#).

Please note that positions that require you to spend the majority of time outside of B.C. will not be approved.

Other supporting documentation

In order to support a BC PNP application, your employer must provide documentation about your employment and their business. In addition to the documents described above, this includes, but is not limited to:

- A recommendation letter
- A detailed job description
- Company information
- A copy of the Certificate of Incorporation
- A copy of the municipal business licence

Please refer to the [BC PNP Skills Immigration Technical 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 (two years if you are applying under the Entry Level and Semi-Skilled (ELSS) stream).

Your employer may be required to provide additional documentation as evidence that the company 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 company's payroll will be considered employees of the company. 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:

- Company 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) Disreputable employers

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

The BC PNP also reserves the right to cancel your nomination should it be determined that the activities of your supporting employer by association would bring the BC PNP or the Government of British Columbia into disrepute.

6.12 (d) 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 company/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. company that has offered you employment
- Situations in which another company has acquired all or substantially all of your or your family member's business 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 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 business
- 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

Please read the program and stream requirements in this Program Guide before you start the BC PNP registration or application process.



The process starts when you create a profile with the BC PNP's registration and application system called the **BCPNP Online user portal**. There are four main steps to the BC PNP process: registration (if applicable), invitation (if applicable), application, and decision. Each step of the process has unique requirements that are outlined in this Program Guide.

If you are nominated, you will have additional responsibilities that are outlined as conditions of nomination. See [section 7.8](#) for more information.

Please note that if you qualify for the Health Authority stream, you do **not** need to register and can submit an application directly. See [7.4 Application](#) for more information.

7.1 Registration

A registration is a points-based expression of interest that enables the BC PNP to manage application intake to ensure strong economic outcomes for the province. The information

provided in a registration is used to rank, select, and invite candidates to apply. Most Skills Immigration streams require that you submit a registration. The Health Authority stream does not require a registration.

Your registration and application must be submitted using the BCPNP Online registration and application portal. To do this, you must first create a profile with the [BCPNP Online user portal](#) and complete all sections of the registration.

You are responsible for ensuring that the information in your BCPNP Online profile – including your contact details – is current throughout the registration and application process. Should you need to update any information in your profile, you can do this through the BCPNP Online user portal.

Your registration is separate from your profile. Once a registration is submitted, the information contained in your registration is locked. The BC PNP will not make corrections to the information in your registration and will not change the stream under which you registered.

If you need to make changes to your registration, you will need to withdraw your registration and submit a new registration with the updated information. You can do this through your existing profile.

You can check the most up-to-date information regarding the status of your registration or application at any time by logging in to [BCPNP Online user portal and viewing your dashboard](#).

For detailed instructions on how to submit a registration or application through the BCPNP Online user portal, please refer to the [BC PNP Skills Immigration Technical Guide](#).

The current status of the BCPNP Online system and information about troubleshooting known issues can be viewed on the [BCPNP Online User Portal page](#).

7.1 (a) Submitting a registration

After you complete your registration, you will receive your registration score and will be entered into a registration pool for the stream in which you have registered. You must complete each section of the registration in order to be entered into the registration pool for your stream. Once your registration has been successfully submitted, you will receive a confirmation of registration email that includes your BC PNP registration number.

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

Your registration is valid only for the stream that you have selected. If you wish to register under a different stream than the one you have selected, and you have not yet been invited to apply, you can withdraw your BC PNP registration and submit a new registration under the appropriate stream.

You must meet program criteria at the time you submit your registration and throughout the BC PNP process.

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.

In addition, 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.

You may only have one active BC PNP registration at a time. Please note that information you submitted in any prior registrations may be considered in your application assessment.

7.2 Registration Scoring Factors

For complete information about how your registration is scored, please see [Part 8: Registration Scoring Factors](#).

7.3 Invitations to Apply (ITA)

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.

Registrants who are invited to apply will have up to **30 calendar days** from the date of invitation to submit a complete application via the BCPNP Online user portal.

- If you are invited to apply, your registration will be removed from the registration pool
- If you are invited to apply and do not submit a complete application by the deadline indicated in your ITA, your registration and invitation will be cancelled. Your profile will remain, and you may submit a new registration at any time

- If you are invited to apply and select the 'decline' button on your dashboard, your invitation to apply will be declined, and your registration and invitation will be cancelled. Your profile will remain, and you may submit a new registration at any time, however, re-registration does not guarantee another invitation to apply
- If you receive an ITA, you will be asked to pay a fee as part of the application process

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

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.

Incomplete applications will not be approved, and application fees will only be refunded if you withdraw your application before the BC PNP begins to assess it. Please see [section 7.5 Choosing to Withdraw your BC PNP Application](#) for more information.

7.3 (a) Issuing ITAs

Periodically, the BC PNP will invite candidates from the registration pool for each stream 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.

The BC PNP reserves the right to make changes to how we select registrants without prior notice. 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.

There is no guarantee that you will be issued an invitation to apply (ITA), and an ITA does not guarantee that your application will be approved for nomination; you must still meet the minimum program and stream requirements. Meeting the minimum eligibility requirements does not guarantee that you will be invited to apply, or that you will be nominated.

For information about invitations to apply, including previous invitation dates, the number of invitations issued, 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](#).

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.

The [Skills Immigration Technical Guide](#) lists documentation you are required to provide. Please note you may be required to submit additional evidence to verify information in your registration and application.

You or your employer may be contacted to request additional evidence or information to verify information in your registration or application, and to determine if you meet or continue to meet all program requirements

You are responsible for updating your contact information in your profile and ensuring that all required information is current and up-to-date. Throughout the BC PNP application process, you must inform the BC PNP if there has been a change in your circumstances, including changes to your immigration status and/or family unit.

Your application is valid only for the stream that you have selected. You may only have one active BC PNP application at a time.

If your documents are not in English, you must provide a certified translation with photocopies of the originals. Documents must be stamped and certified by a person officially authorized to notarize documents as accurate translations.

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

Also, the number of dependants declared on your federal application for permanent residence to IRCC should match the number of dependants listed on your BC PNP application. The BC PNP should be informed of any changes to your family size throughout the BC PNP and IRCC permanent residence application process. Any changes to your dependant information may affect minimum income requirements.

If the stream under which you have applied requires a job offer, and you are already working in your offered position in B.C., you must maintain full-time employment throughout the BC PNP process.

You must inform the BC PNP if there are any changes to your circumstances, including, but not limited to, the following:

- Change of employer
- Change of job title and duties
- Decrease in salary
- Decrease in hours of work below 30 hours/week

Failure to notify the BC PNP of any changes to your information may result in a refusal of your application.

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 has, in the 2 years immediately before the date of the application, been found by the BC PNP to have made a misrepresentation in a previous application
- The 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
 - 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

See [section 1.5 for information about misrepresentation](#).

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 it.

To withdraw your application, contact the BC PNP in writing by sending an email to PNPinfo@gov.bc.ca and find out if you may be eligible for a refund. Please provide your full name, your date of birth, and your BC PNP application file number in your email request. Withdrawal requests submitted in-person or through voicemail will not be accepted.

If you wish to apply under a different stream than the one you have selected, including a stream with or without the EEBC option, you can withdraw your BC PNP application and submit a new one under the appropriate stream; depending on the stream, you may need to submit a new registration and await a new invitation to apply. Your withdrawal will be subject to BC PNP's refund policy as outlined in this section.

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.

If you have already been nominated and wish to change your nomination to a different stream or to an EEBC option, you will need to submit a new application to the BC PNP.

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.

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.

All requests for review of a decision must be made 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. For the purposes of a request for review, residence in Canada is determined by the residential address stated on your BCPNP Online profile.

The complete request for review must:

- Be in writing and must be submitted through the [BCPNP Online user portal](#)
- Identify the grounds for the request
- Include payment of the non-refundable fee

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

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

- Only the applicant named on the decision notice may request a review.
- You may only submit a request to review a decision issued by the BC PNP (i.e. not decisions issued by IRCC). The review process is limited to Skills Immigration nomination refusals.
- The review will be conducted on the basis of the program criteria and evidence available at the time the application was declined.
- You must provide any information the BC PNP requests to assess your request for review.
- The residential address provided in the BCPNP Online user portal must be your current residential address. If you submit a form that lists any other addresses, such as your authorized representative's address, your request for review will be considered invalid, the original decision will be upheld, and a refund will not apply.
- You will receive an email confirming your request has been received.

After receiving a complete review request, and as soon as it is practical to do so, the BC PNP must either **confirm the original decision** or **re-evaluate the application**.

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

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

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 priority 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. company 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 business 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 you fail to comply with any [conditions of nomination](#).

The BC PNP also reserves the right to cancel your nomination should it be determined that the activities of your supporting employer by association would bring the BC PNP or the Government of British Columbia into disrepute.

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 the [BCPNP Online user portal](#), 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 [BC PNP 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.

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.

Work experience obtained in paid co-op work terms is eligible if it meets all of the following criteria:

- you have successfully completed your program of study
 - at the time of application, you must provide evidence that you have graduated from 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 at a NOC TEER category equal to or higher than the NOC TEER category of the B.C. job offer
 - at the time of application, you must be able to satisfactorily demonstrate how this work experience is directly related

Student work experience that is not part of a paid co-op work term does not count towards directly related work experience points.

Work experience as a university professor / lecturer (NOC 41200)

If you have been offered a job in NOC 41200 (university professors and lecturers) at a **public** university in B.C., your research and coursework as part of your doctoral-level degree may be considered as directly related full-time work experience.

The BC PNP will not accept any other unpaid work experience for points.

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

	<ul style="list-style-type: none"> A valid trade certificate includes Red Seal endorsement certificates issued by other Canadian provinces and territories <p>The trade certificate /trade apprenticeship must correspond to the B.C. job offer</p>
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
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.

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.

$$\text{Hourly wage} = \text{annual wage} \div 52 \text{ (weeks per year)} \div \text{hours of work per week}$$

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).

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