



# **British Columbia Provincial Nominee Program**

## **Skills Immigration Program Guide** (Includes Express Entry BC)

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

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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.

### January 23, 2023

**Section 3.7 Qualifications:** Updates were made to clarify criteria

**Section 7.2 (b) highest level of education:** Corrections made to Eligible Professional Designation table

## Definitions

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

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

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

**“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 1.4](#) 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 directly select prospective immigrants to help address British Columbia's labour market needs and contribute to the economic development of the province.

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, including Express Entry BC (EEBC)

BC PNP Skills Immigration (SI), including the Express Entry BC (EEBC) option, is for workers and recent graduates with the skills, education and experience that are needed in B.C.

If you have an indeterminate, full-time job offer in B.C., or if you have recently graduated from a Canadian post-secondary institution and have an indeterminate, full-time job offer in B.C., you may be eligible for Skills Immigration. If you have recently completed certain post-graduate degrees from a B.C. university, or if you are a PhD candidate in B.C., you may be eligible for nomination without a job offer.

If approved as a provincial nominee, you and your dependent family members can apply to Immigration, Refugees and Citizenship Canada (IRCC) to become permanent residents of Canada in the Provincial Nominee Class.

Skills Immigration is made up of five streams, designed for people with different types of skills and experience. Four of these streams also have an Express Entry BC option.

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 residency. This guide provides you with complete and comprehensive information about the program's general eligibility requirements, stream-specific criteria, and registration & application process.

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

The first part of this guide introduces the purpose of the BC PNP and describes Skills Immigration and its streams, 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 licencing requirement 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 five 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 five 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 your registration is scored, eligibility requirements for a refund, how to request a review of a decision, and the conditions of your nomination.

## **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 [BC PNP Online](#). 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

- It is your responsibility to ensure that all the information you submit in your application is accurate, complete, and correct
- 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.
- 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.
- Before making your submission to the BC PNP, check the [BC PNP 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.
- Should your application be approved, you must comply with the conditions of your nomination.
- Incomplete applications will not be approved.
- There is no cost to register for the BC PNP. You are required to pay an application fee when you submit your online application. Please visit the [BC PNP Fees](#) page for more information about program fees.
- 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 first submit a registration. 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.

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 faster 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 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 for applications submitted on or after November 16, 2022.

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  $\geq 2$  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

**By submitting your online registration and application form to the BC PNP, you are indicating that you understand and agree with the declaration and consent on the final tab of the form. 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 [BCPNP Online](#) 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 this 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 or for the purpose of 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 \(PIPA\)](#), the BC PNP may conduct an inspection of the supporting employer's business to determine compliance with this Act and the Regulation, to assess an application, or to assess a request for review.

The BC PNP may also collect personal information from you and from third parties for the purposes outlined in section 8 of the PIPA, 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 withholds or conceals information where the withholding or concealing tends to create a false or misleading impression of the circumstances in support of a BC PNP application, is 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 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)
- [Immigration fraud and scams](#) (BC PNP)

## Part 2: Representatives and Recruiters

### 2.1 Using a Representative

You are not required to use a paid or unpaid representative – such as an immigration consultant or lawyer – to register or apply to the BC PNP. The program is designed for you to be able to complete the process on your own. The BC PNP assesses all applications equally, regardless of whether they were prepared with the assistance of a representative. Your application will not receive special attention, faster processing, or a more favourable outcome if it is submitted using the services of a representative.

If you have a representative, and the representative completes the BC PNP application and responds to the BC PNP on your behalf, you are still responsible for all of the information in your BC PNP application.

#### **Paid assistance with preparing your application**

Some people choose to seek immigration advice or assistance in preparing a BC PNP application. You must disclose if you have received assistance in preparing your application from a person who is compensated or receives a benefit as a result of such assistance. **Failure to declare such assistance may result in the refusal of your application.**

### 2.2 Paid Representatives

A representative is authorized to act on your behalf with the BC PNP, and the BC PNP will communicate with both you and the representative indicated on your profile. If you pay someone to act as your representative, they must meet the requirements for paid representatives stated below. Please carefully consult the Appointment of a Representative and the Declaration sections of the Use of Representative form, outlined in [section 2.4](#).

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

- immigration consultants who are full members in good standing of the [College of Immigration and Citizenship Consultants](#)
- lawyers who are members in good standing of the [Law Society of BC](#) or another Canadian Law Society, the Nova Scotia Barristers' Society, or the *Chambre des notaires du Quebec*.

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

Under the Act and Regulation, we may refuse to accept your application if the representative you have retained 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.

**If your representative 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.**

## 2.3 Unpaid Representatives

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

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

If 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 Use of a Representative Forms

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

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

If your employer is using a representative, they must also complete their own use of a representative form. You must submit your employer's disclosure consent form at the time you apply. This information is required even if your employer is appointing the same representative.

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

By completing the BC PNP's use of a 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.

## 2.5 Changing Representatives

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, you must update your representative's information in the *My Representative* tab in [BCPNP Online](#).

You must also submit another use of a representative form (and if applicable, a use of representative form for your employer) allowing your new representative to represent you and allowing the BC PNP 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.**

Filing a new use of a representative form will automatically cancel any previously appointed 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. Applications that are represented by individuals who are employed by the same third-party recruitment firm that was used to hire you will be refused.

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.

You must meet all program requirements at the time you register (if applicable) and apply in order to be approved, or nominated, by the BC PNP. The onus is on you to demonstrate that all requirements are met.

Please carefully review the requirements in the sections below 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:

- 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 the position. 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:

- a) the [International English Language Testing System \(IELTS\) General Training](#)
  - you must take the General Training option
  - we do not accept the Academic test
- b) the [Canadian English Language Proficiency Index Program \(CELPIP-General\)](#)
  - you must take the CELPIP General test
  - we do not accept the General LS test
- c) the [Test d'évaluation de français \(TEF\)](#)
- d) the [Test de connaissance du français \(TCF\)](#)

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:

<b>Minimum Language Test Scores Required</b>				
	Listening	Reading	Writing	Speaking
IELTS	4.5	3.5	4.0	4.0
CELPIP	4	4	4	4
TEF	145	121	181	181
TCF	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 Signed Job Offer Letter**

You must submit a job offer letter from an eligible B.C. employer. The job offer must be valid at the time of application.

The job offer letter must show that the offered position is:

- for an occupation that is eligible under the stream you selected;
- for full-time employment;
- signed and dated by a B.C. employee, or owner, of the company who is authorized to hire employees;
- signed and dated by you confirming that you accept the job offer;
- for a job in B.C.; and
- indeterminate.

The BC PNP defines full-time employment as at least an average of 30 hours per week, year-round. Indeterminate means the job offer must not be temporary or have a defined end date.

Some occupations do not require an indeterminate job offer to be considered for nomination. For more information, please see:

- [Appendix 1: BC PNP Tech](#) if you are working in an eligible tech occupation

- [Section 4.1 Skilled Worker](#) stream if you have been offered a job in NOC 41200 (university professors and lecturers)

See [section 6.6](#) for further details on the job offer letter requirements.

### 3.6 Eligible B.C. Employer

Your employer must meet specific requirements to support your BC PNP application. This includes providing the BC PNP with supporting documentation and submitting a signed declaration.

Please see [Part 6](#) for more information.

### 3.7 Qualifications

You must be qualified for the job that has been offered to you.

The BC PNP may refer to the [National Occupational Classification](#) (NOC), [WorkBC](#), industry standards, and/or various provincial/federal regulatory agencies or associations to determine the minimum qualifications for an occupation. Information about how the BC PNP uses the NOC is explained in section 1.3.

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

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 at the time you submit your application.

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 Health Care Assistants/Aides and Dental Assistants

Only health care assistants/health care aides are eligible for nomination under NOC 33102. If you have been offered a job as a health care assistant/health care aide, you must be on the BC Care Aide & Community Health Worker registry at the time you apply to the BC PNP.

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. at the time you apply to the BC PNP.

### 3.8 Wages

Your offered wage must be:

- at market rate for the occupation;
- comparable to wages paid to Canadians and permanent residents with similar education, training, and experience; and
- 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 more information on market wages and working conditions in Canada and B.C., visit the [WorkBC](#) and [Job Bank](#) websites.

### 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.; and
- 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 is 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. 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.

Family Income Threshold by Area of Residence		
Size of Family	<a href="#">Metro Vancouver Regional District</a>	Rest of B.C.
1	\$26,620	\$22,186
2	\$33,141	\$27,619
3	\$40,743	\$33,954
4	\$49,467	\$41,226
5	\$56,105	\$46,757
6	\$63,276	\$52,735
7 or more	\$70,449	\$58,713

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

The income thresholds in this table represent an amount calculated from the 2020 Low-Income Cut-Off (LICO) figures set by Statistics Canada. This table is updated regularly to reflect the latest LICO figures.

**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 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% or greater
- The organization that is paying your wages, and directing and supervising your work, 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.

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

Each of the five streams has a unique set of criteria in addition to the [general requirements listed in Part 3](#).

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 TEER categories	EEBC Option?
<b>Skilled Worker</b>	Managers, professionals, and skilled tradespeople	NOC TEER 0, 1, 2 and 3	Yes
<b>Health Authority</b>	Workers employed by B.C. provincial health authorities	Any NOC TEER category	Yes
<b>International Graduate</b>	Recent graduates with a degree or diploma from a Canadian college or university	NOC TEER 1, 2 and 3. NOC TEER 0 (management occupations) is not eligible under this stream	Yes
<b>International Post-Graduate</b>	Recent graduates with an eligible master’s or doctoral degree from a B.C. university. PhD candidates in B.C. may also be eligible	N/A This stream does not require a job offer	Yes
<b>Entry Level and Semi-Skilled</b>	Workers in tourism/hospitality, and food processing	Select occupations in NOC TEER 4 and 5	No

## 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.

### Requirements:

#### 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](#).

Your job offer does not need to be indeterminate if:

- you have been offered a job in an eligible tech occupation.
  - Please see [Appendix 1: BC PNP Tech](#) for more information.

or

- you have been offered a job in NOC 41200 (university professors and lecturers), and:
  - the job offer is from a B.C. public university, and
  - you have a doctoral level degree.

#### 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.

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

- 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
- you have successfully completed your program of study

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.

Please note that this work experience requirement is separate from the directly related work experience that is scored at registration. Please see [section 7.2 Registration Scoring Factors](#) for more information about how directly related work experience is used to calculate your score.

If you have been offered a job that is classified under NOC 41200 (university professors and lecturers) at a B.C. public university, experience obtained through research or coursework as part of your doctoral-level degree can be used to demonstrate 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 any 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.

### Requirements:

#### 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 be offered indeterminate, full-time employment with a B.C. public health authority, or be a physician, nurse practitioner or midwife who can meet the requirements below

##### Employees of a B.C. public health authority:

You must be offered an indeterminate, full-time position as a direct employee of one of B.C.'s public health authorities (listed below).

- [Provincial Health Services Authority](#)
- [First Nations Health Authority](#)
- [Fraser Health](#)
- [Interior Health](#)
- [Island Health](#)
- [Northern Health](#)
- [Vancouver Coastal Health](#)
- [Providence Health Care](#)

Your job offer may be in any occupation, at any NOC TEER category, with a B.C. public health authority.

If you are working in an occupation that is eligible under BC PNP Tech, your job offer does not have to be indeterminate. For more information, please see the job offer duration requirement in [Appendix 1: BC PNP Tech](#).

The B.C. health authority offering you a job 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](#).

If you are a healthcare professional, you may wish to contact [Health Match BC](#). They offer free recruitment services for select healthcare professions on behalf of B.C.'s health authorities.

### **Physicians, nurse practitioners and midwives:**

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 the 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 (c) You must be qualified for the offered position**

You must meet the education, training, experience, and qualifications outlined by the public health authority.

#### **4.2 (d) Your employer must meet the employer requirements**

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

#### **4.2 (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.

Please note that only occupations classified under NOC TEER 0, 1, 2 or 3 are eligible for consideration under the Express Entry BC option.

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 International Graduate Stream

If you are an international student who has graduated from a university or college in Canada within the past three years, you may be eligible for nomination under the International Graduate stream.

Some graduate level degrees are eligible under the International Post-Graduate stream. See [section 4.4](#) further details.

#### Requirements:

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

As evidence that you meet this requirement, you must submit:

- a copy of your official transcript showing the date that you completed all requirements of the degree, diploma or certificate program,
- or
- a copy of your degree, diploma, or certificate.

In some cases, the BC PNP may request a copy of your transcripts **and** a copy of your degree, diploma, or certificate to confirm that you meet this criterion.

#### Distance Education and Location of Education

You must have completed 50% or more of your studies from within Canada.

Your education is not eligible if it is a distance education learning program either from abroad or from within Canada. However, due to the impact of Covid-19, online coursework completed from January 2020 to June 2023 as part of a BC PNP eligible program of study while residing in Canada is eligible.

Educational credentials granted by campuses of Canadian institutions located outside of Canada do not qualify.

#### Degrees

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

If the post-secondary institution is located in B.C.:

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

## Diplomas and Certificates

Your diploma or certificate must be from a public post-secondary institution in Canada. **Diplomas and Certificates from private institutions are not eligible.** Language training programs (e.g. English as a Second Language (ESL), or English as a foreign language) do not qualify.

At a minimum, your program must have been 8 months (two semesters) of full-time equivalent coursework. Co-op work terms, practicums and internships will not count towards the 8-months of full-time equivalent coursework requirement. You may be requested to provide a letter from your educational institution that confirms your program meets this requirement.

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

### 4.3 (c) You must submit your registration to the BC PNP within three years of graduation

You must submit your registration to the BC PNP within **three years** of the date you graduated, as long as the date stated on your degree, diploma, or certificate is less than 12 months after you completed your program of study.

You can apply to this stream as soon as you have completed your program of study.

### 4.3 (d) You must be offered a job that is classified as NOC TEER category 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](#).

Management occupations (NOC TEER 0) are not eligible under this stream.

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

Some occupations do not require an indeterminate job offer to be considered for nomination. For more information, please see:

- [Appendix 1: BC PNP Tech](#) if you are working in an eligible tech occupation
- [Section 4.1 Skilled Worker stream](#) if you have been offered a job in NOC 41200 (university professors and lecturers)

#### **4.3 (e) Your employer must meet the Employer Requirements**

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

#### **4.3 (f) Additional requirements if you are using the 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.

## 4.4 International Post-Graduate Stream

If you have recently graduated from an eligible B.C. post-secondary institution with a master's or doctoral degree, or if you are a PhD candidate at a public B.C. post-secondary institution, you may be eligible for the BC PNP's International Post-Graduate stream.

You do not need a job offer from an employer to apply to this stream.

You do not need to register for this stream. If you meet all requirements, you can submit an application directly to the program. See [section 7.4](#) for more information.

### Requirements

#### 4.4 (a) You must meet the General Requirements

You must meet the applicable General Requirements listed in [Part 3](#) of this Program Guide.

#### 4.4 (b) You must have obtained eligible graduate-level education from an eligible program of study at a post-secondary institution in B.C.

##### Master's Level Programs

You may be eligible to apply to this stream if you completed a master's degree at a B.C. post-secondary institution in one of the following programs of study in the natural, applied or health sciences:

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

Please refer to the [BC PNP IPG Programs of Study in Eligible Fields](#) document for more information.

## Doctoral Level Programs

You may be eligible to apply to this stream if you completed a doctoral degree (in any field of study) at a **public** B.C. post-secondary institution.

You may also be eligible to apply to this stream if you are a PhD student (in any field of study) at a **public** B.C. post-secondary institution if:

- you have been admitted to candidacy
- you submit a copy of your official transcripts showing the date that you were admitted to candidacy, or a submit a letter from your public B.C. university confirming that you have been admitted to candidacy

Regulatory or professional doctorates, such as Juris Doctor (J.D.) and Doctor of Medicine (M.D.), are not eligible under this stream.

## Copy of Degree/Transcripts

If you have completed your degree, you must submit one of the following:

- a copy of your degree
- a letter from your B.C. university confirming the completion of all required courses
- a copy of your official transcript showing the date that you completed all requirements of the degree program

In some cases, the BC PNP may request a copy of your transcripts **and** a copy of your degree to confirm that you meet this requirement.

## Distance Education and Location of Education

You must have completed 50% or more of your studies from within Canada.

Your education is not eligible if it is a distance education learning program either from abroad or from within Canada. However, due to the impact of Covid-19, online coursework completed from January 2020 to June 2023 as part of a BC PNP eligible program of study while residing in Canada is eligible.

Educational credentials granted by campuses of Canadian institutions located outside of Canada do not qualify.

### 4.4 (c) You must submit your application to the BC PNP within three years of graduation

You must submit your application to the BC PNP within **three years** of the date you graduated, provided the date stated on your degree is less than 12 months after you completed your program of study.

You can apply to this stream as soon as you have completed your program of study, or in the case of PhD students, as soon as you are admitted to candidacy.

#### **4.4 (d) You must demonstrate that you have the ability and intent to live, work and economically establish in B.C.**

Evidence of this may include:

- the length of any previous and/or current period of residence in B.C.;
- your connections to B.C. through work, study or family;
- a description of any actions you've taken to permanently settle in B.C., such as finding a job or a place to live;
- current employment in B.C.;
- employment search details (prospective employers, applications, networking efforts, business development, etc.);
- community involvement;
- ability to financially support yourself and your dependants (if any) in B.C.; and
- your plan to obtain or maintain legal authorization to work in B.C.

The BC PNP requires that applicants live in B.C. after they are nominated. If you are not currently living in B.C., you must demonstrate the steps you are taking to live, work and economically establish in B.C., including the date you will return to B.C. Failure to demonstrate this requirement may result in a refusal of your application.

In compelling/extenuating circumstances, the BC PNP may provide an exception from this policy for a limited time.

#### **4.4 (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.

## 4.5 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 live-in caregivers (NOC 44100).

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

### Requirements

#### 4.5 (a) You must meet the General Requirements

You must meet the General Requirements listed in [Part 3](#) of this Program Guide.

#### 4.5 (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 the Skills Immigration page of our website](#).

ELSS-eligible occupations are divided into two key sectors:

- tourism and hospitality
- food processing

If you are currently working in the Northeast Development Region of B.C., you may be eligible for this stream if you are employed in **any** NOC TEER 4 or 5 occupation, excluding live-in caregivers. If you are employed under the federal government's Live-In Caregiver program, you are not eligible for the BC PNP as this program already provides participants with a pathway to permanent residence.

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](#).

**4.5 (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 are acceptable breaks in employment, however they do not contribute towards the accumulation of nine months of work experience for the ELSS category. 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 using a Study Permit does not qualify towards the nine-month consecutive employment requirement.

**4.5 (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; and
- 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.

#### **4.5 (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.

#### **4.5 (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.

#### **4.5 (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 online application management system introduced by Immigration, Refugees and Citizenship Canada (IRCC).

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

The EEBC option is available for four of the BC PNP's Skills Immigration streams (see [section 5.3](#)).

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 the minimum criteria for **both** the relevant BC PNP Skills Immigration stream as well as one of the eligible federal economic immigration programs listed below.

**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 each of the following BC PNP streams:

- [Skilled Worker](#)
- [Health Authority](#)
- [International Graduate](#)
- [International Post-Graduate](#)

At the time of registration/application, you will need to select the EEBC option under the appropriate stream that applies to you.

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, you can withdraw your BC PNP registration/application and submit a new one under the appropriate stream. Your withdrawal will be subject to BC PNP's refund policy outlined in [section 7.5](#).

If you have already been nominated under a stream without the EEBC option, and you now wish to pursue an EEBC option, you will need to submit a new registration/application and select the EEBC option.

## 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 employers 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 or 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
- 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 and sign 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. Signing this form without authority or consent may result in a refusal of the application or, if applicable, a cancellation of the nomination.

## 6.5 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/regulation that allows the exemption, and if applicable, submit confirmation from the appropriate governing body, such as a public health authority, that demonstrates your employer is approved to operate.

The requirement for a business licence may be waived by the BC PNP if the business is located on First Nation lands or unincorporated lands.

## 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; and

- signed and dated by you confirming that you accept the offer.

In addition, the job offer letter should include:

- your job title and duties;
- your rate of pay;
- your standard hours of work;
- that the position is indeterminate\* and full-time (at least an average of 30 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); and
- if the position is covered by a collective agreement, a reference to the agreement.

Some occupations do not require an indeterminate job offer. For more information, please see:

- [Appendix 1: BC PNP Tech](#) if you are working in an eligible tech occupation
- [Section 4.1 Skilled Worker stream](#) if you have been offered a job in NOC 41200 (university professors and lecturers)

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 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 at an acceptable recruitment advertisement location 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.
  - If you started working for your supporting employer while you were a student, you must have graduated from your program of study before recruitment may be considered met.

### 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 from the domestic labour market.

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, 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 will **not** approve applications from:

- employers involved in producing, distributing or selling pornographic or sexually explicit products, or providing sexually oriented entertainment or services
- employment agencies and similar placement firms unless you are directly employed by the agency and you are contributing directly to the employer’s primary line of business
- 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

Other circumstances may also make the employer supporting your application ineligible for the BC PNP. These may include:

### Company Ownership

In the 5 years preceding your application, and throughout the BC PNP application process, you and your immediate and extended family members must not have held a combined ownership/equity stake of more than 10 per cent in the B.C. company that has offered you employment. This includes situations where 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 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](mailto: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, including but not limited to:

- the company's business structure, such as sole proprietorships,
- the length of operation in B.C., and
- the number of full-time employees working for the company.

However, 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.

## Part 7: Process

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



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.

Most streams require that you have accepted an offer of indeterminate, full-time employment from a B.C. employer who is willing to support your BC PNP application. The only exception to the job offer requirement is through the International Post-Graduate stream.

If you and your employer meet the program requirements, and your employer has agreed to support your submission, you can submit a registration or application to the BC PNP.

Please note that if you qualify for the following streams, you do **not** need to register and can submit an application directly:

- Health Authority stream
- International Post-Graduate stream

See [section 7.4](#) Application for more information.

### 7.1 Registration

Skills Immigration uses a points-based expression of interest system that enables the BC PNP to manage applications from candidates to ensure strong economic outcomes for the province. The information provided in a registration is used to rank, select and invite candidates to apply.

Your registration and application must be submitted using BCPNP Online. To do this, you must create an online profile with [BCPNP Online](#) and complete all sections of the registration. You are

responsible for updating your contact information in your profile and ensuring that all required information is current and up-to-date.

Information in your BCPNP Online profile – such as your contact details – should be updated as needed. However, the information contained in your registration, including your score, is locked when you submit your registration. 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 - other than changing the information captured in your BCPNP Online profile - 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 and checking your dashboard](#).

For detailed instructions on how to submit a registration, application or post-nomination request through BCPNP Online, or how to troubleshoot common issues, please see the [BC PNP Skills Immigration Technical Guide](#).

The current status of the BCPNP Online system and information about known issues can be viewed on the [BCPNP Online 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 may only have one active BC PNP registration at a time.

If you receive an invitation to apply, you will have 30 days to submit an application. If the information in your registration differs from the information in your application resulting in a

decrease in your total registration score, and your revised registration score is **below the minimum draw score** at the time you were invited to apply, your application may be refused.

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, or would result in an increase in your total registration score, you may choose to keep your original registration and proceed with submitting an application.

**Please carefully review the program and stream requirements before completing your registration.** You must meet program and stream criteria at the time of registration and application. Your registration will be assessed according to the scoring factors applicable at the time of submission.

## 7.2 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
<b>Total Points Available</b>		<b>200</b>

### 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.

#### 7.2 (a) 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.

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

- 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
- 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.

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

If you have been offered a job in NOC 41200 (university professors and lecturers) at a B.C. public university, your research and coursework as part of your doctoral-level degree may be considered as directly related work experience. No other unpaid work experience is eligible for points.

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.

### **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 the one year of directly related work experience in Canada points.

### **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.

<b>Directly Related Work Experience in the Occupation of B.C. Job Offer</b>	<b>Points</b>
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
<b>Additional points:</b>	
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
<b>Maximum Score Available</b>	<b>40</b>

### **Acceptable Absences/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.

## 7.2 (b) 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.

### 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.; **or**
- 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.

<b>Education</b>	<b>Points</b>
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
<b>Additional points for education in B.C. or Canada</b>	
Post-secondary education completed in B.C., <b>or</b>	8
Post-secondary education completed in Canada (outside of B.C.)	6
<b>Additional points for professional designation in B.C.:</b>	
Eligible professional designation in B.C.	5
<b>Maximum Score Available</b>	<b>40</b>

\*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	Any valid trade certificate issued by <a href="#">SkilledTradesBC</a> or <a href="#">Industry Training Authority British Columbia</a> (ITABC) <ul style="list-style-type: none"> <li>○ If you have been approved by SkilledTradesBC or by the ITABC to challenge the certification exam for your trade, you may also be eligible for additional points.</li> </ul>
Dental Assistants: NOC 33100	Dental Assistants certified with <a href="#">British Columbia College of Oral Health Professionals</a> *
Dental Hygienists: NOC 32111	Dental Hygienists registered with <a href="#">British Columbia College of Oral Health Professionals</a> *
Dental Technicians: NOC 32112	Dental Technicians registered with <a href="#">British Columbia College of Oral Health Professionals</a> *
Denturists: NOC 32110	Denturists certified with <a href="#">British Columbia College of Oral Health Professionals</a> *
Early Childhood Educators (ECE): NOC 42202	ECEs with a valid <a href="#">ECE One Year</a> or <a href="#">ECE Five Year Certificate</a> with the <a href="#">Early Childhood Educator Registry</a>
Health Care Aide: NOC 33102	Health Care Aides registered with <a href="#">BC Care Aide &amp; Community Health Worker Registration</a>
Pharmacy Technicians: NOC 32124	Pharmacy Technicians registered with <a href="#">The College of Pharmacists of British Columbia</a>
Practical Nurses: NOC 32101	Practical Nurses licenced with <a href="#">The British Columbia College of Nurses and Midwives</a>
Traditional Chinese medicine practitioners and acupuncturists: NOC 32200	Practitioners licensed through <a href="#">The College of Traditional Chinese Medicine Practitioners and Acupuncturists of BC</a>
Veterinary technicians: NOC 32104	Veterinary Technicians registered with <a href="#">British Columbia Veterinary Technologists Association</a>

\*Includes the College of Dental Surgeons of British Columbia

## 7.2 (c) 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
<b>Additional points:</b>	
Language proficiency in both English and French	10
<b>Maximum Score Available</b>	<b>40</b>

## Economic Factors

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

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

### 7.2 (d) hourly wage of the B.C. job offer

Points for wage is based on the hourly wage outlined 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.

Hourly Wage of the B.C. Job Offer	Points
\$70.00 and above	55
\$69.00 to \$69.99	54
\$68.00 to \$68.99	53
\$67.00 to \$67.99	52
\$66.00 to \$66.99	51
\$65.00 to \$65.99	50
\$64.00 to \$64.99	49
\$63.00 to \$63.99	48
\$62.00 to \$62.99	47
\$61.00 to \$61.99	46
\$60.00 to \$60.99	45
\$59.00 to \$59.99	44
\$58.00 to \$58.99	43
\$57.00 to \$57.99	42
\$56.00 to \$56.99	41
\$55.00 to \$55.99	40
\$54.00 to \$54.99	39
\$53.00 to \$53.99	38

\$52.00 to \$52.99	37
\$51.00 to \$51.99	36
\$50.00 to \$50.99	35
\$49.00 to \$49.99	34
\$48.00 to \$48.99	33
\$47.00 to \$47.99	32
\$46.00 to \$46.99	31
\$45.00 to \$45.99	30
\$44.00 to \$44.99	29
\$43.00 to \$43.99	28
\$42.00 to \$42.99	27
\$41.00 to \$41.99	26
\$40.00 to \$40.99	25
\$39.00 to \$39.99	24
\$38.00 to \$38.99	23
\$37.00 to \$37.99	22
\$36.00 to \$36.99	21
\$35.00 to \$35.99	20
\$34.00 to \$34.99	19
\$33.00 to \$33.99	18
\$32.00 to \$32.99	17
\$31.00 to \$31.99	16
\$30.00 to \$30.99	15
\$29.00 to \$29.99	14
\$28.00 to \$28.99	13
\$27.00 to \$27.99	12
\$26.00 to \$26.99	11
\$25.00 to \$25.99	10
\$24.00 to \$24.99	9
\$23.00 to \$23.99	8
\$22.00 to \$22.99	7
\$21.00 to \$21.99	6

\$20.00 to \$20.99	5
\$19.00 to \$19.99	4
\$18.00 to \$18.99	3
\$17.00 to \$17.99	2
\$16.00 to \$16.99	1
Less than \$16.00	0
<b>Maximum Score Available</b>	<b>55</b>

### 7.2 (e) Area of employment within B.C.

This factor recognises 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 normally report to work and where you can reasonably perform the job duties listed in your job offer.

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), and Areas 2 and 3 are outside the MVRD.

#### 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.

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

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

### 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 BC PNP Online system.

- 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 online 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.

It is your responsibility to input your information correctly. If you don't receive an invitation to apply because your registration information was inaccurate, you will not be issued an invitation after the fact.

**If you are invited to apply and submit an application that, upon assessment, does not meet program criteria, your application may 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 your 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, you have 30 calendar days from the date of the ITA to submit your BC PNP application. If you qualify for the Health Authority stream, or the International Post-Graduate stream, you do not need to register, and can submit an application directly. You must first create an online profile with [BCPNP Online](#).

Your application is valid only for the stream that you have selected. If you wish to apply under a different stream than the one you have selected, you can withdraw your BC PNP application and submit a new registration, or if applicable, a new direct application, under the appropriate stream. Your withdrawal will be subject to BC PNP's refund policy outlined in [section 7.5](#).

You may only have one active BC PNP application at a time.

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

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.

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.

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.

When you submit an application, you are also required to submit documents to support your application. The BC PNP Skills Immigration Technical Guide provides complete lists of the documentation you are required to provide.

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

If the stream under which you have applied requires a job offer, you must inform the BC PNP if there are any changes in 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](mailto: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.

Please note that the BC PNP reserves the right to continue assessment of your application and make a decision for program integrity purposes 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 [BCPNP Online](#)
- 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 BCPNP Online 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

Failure to abide by any of the conditions of nomination may result in a cancellation of your nomination.

### General

If you have been nominated by the BC PNP, 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 status has expired, be able to demonstrate that an application for restoration of status was submitted within the 90-day eligibility period.

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

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. with 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

### **Nomination under a BC PNP Tech Occupation**

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

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

### **Nomination under International Post-Graduate Streams**

If you were nominated under one of the International Post-Graduate streams, you must continue to demonstrate an ability and intent to live, work and economically establish in B.C.

### **Other Conditions**

You and your immediate and extended family members must not hold a combined ownership/equity stake of more than 10 per cent 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 a cancellation of your nomination.

### **Informing the BC PNP of Changes to Your Employment and/or Immigration Status following Nomination**

If you have been nominated by the BC PNP, you have an ongoing obligation to report a material change in your circumstances and must comply with all conditions on your approval.

You must notify the BC PNP as soon as possible if any of the following occur:

- 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**

It is a condition of your nomination that you notify the BC PNP if any of the following occur:

- You have changed employers
- You have not changed employers, but your job title has changed
- You have not changed employers, but your job duties have changed

- You have not changed employers, but your work location has changed

To notify the BC PNP of such changes, submit an online Change of Employment request:

1. Log on to [BCPNP Online](#) and select *My Dashboard*
2. Select *View* on the applicable case
3. Select *Post-Nomination Support*
4. Select *Change of Employment*
5. Upload the required documents & submit your request
  - a. See [BC PNP Skills Immigration Post-Nomination Guide](#) – Appendix 3 for the list of documents you will be required to upload

You can cancel your request at any time via BCPNP Online's *MyDashboard*.

**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.

### **Notifying the BC PNP of Other Employment Status and/or Immigration Status Changes**

It is a condition of your nomination that you notify the BC PNP if your employment status or immigration status changes for any reason. To notify the BC PNP of these changes, send an e-mail to [PNPPostNom@gov.bc.ca](mailto:PNPPostNom@gov.bc.ca) with the following information:

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

You may be asked to submit relevant documents based on the reported change. All attachments submitted through BCPNP Online or through email must be a PDF or JPG file under 3MB in size.

For detailed instructions on how to inform the BC PNP, please see the [BC PNP Post-Nomination Guide](#).

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

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

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

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

Please note:

- a work permit support letter will only be issued to you if you have been approved as a nominee by the BC PNP
- you are responsible for applying for a work permit from the federal government

- you are expected to obtain and/or maintain a work permit following nomination
- your employer may need to pay an [Employer Compliance Fee](#) to IRCC before you can submit a work permit application

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

- you do not already have a valid work permit
- OR**
- your current work permit will expire in the near future

**Following nomination, and in response to a written request from you through [BCPNP Online](#)**, the BC PNP may only issue a work permit support letter if **all** of the following are met:

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

If you were nominated under the International Post-Graduate stream, please see the [BC PNP Skills Immigration Post-Nomination Guide](#) for special instructions.

## Appendix 1: BC PNP Tech

BC PNP Tech supports B.C.'s tech sector by making it easier for B.C. employers to attract and retain top international talent.

Features and benefits of BC PNP Tech:

- invitations to apply (ITA) targeting registrants with a job offer in an eligible tech occupation in B.C.
- faster file assignment
- eligibility for time-limited job offers
- dedicated concierge service for your supporting employer

[A list of eligible occupations for BC PNP Tech are listed on our website.](#)

### Process

You need to determine if your occupation (NOC) is on the BC PNP Tech – Key Technology Occupations list. You should then select which BC PNP stream would be the best fit for you. Please note, BC PNP Tech is not a separate BC PNP stream. You will need to register/apply to the BC PNP under one of the existing streams and ensure you meet all program requirements.

For information about registration and scoring, refer to [Part 7: Process](#).

### Job Offer Duration Requirement for Eligible Tech Occupations

Job offers under BC PNP Tech must meet the following:

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

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

If your employer has questions about supporting your application, they can email [PNPConcierge@gov.bc.ca](mailto:PNPConcierge@gov.bc.ca).

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